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## Dissertation Abstract

### THE JOB SEARCH FOR SEVERELY VISUALLY IMPAIRED AND TOTALLY BLINDED VETERANS OF THE VIETNAM ERA

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191 pages

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#### Problem

The major purpose of this exploratory study was to investigate the job search for Vietnam Era Blinded Veterans. There were three primary areas researched in this study: (1) utilization of national, state, and community resources in search of employment, (2) utilization of accepted methods or skills (i.e., resume preparation, interview techniques) for gaining employment, and (3) determination as to whether the severely visually impaired and the totally blinded veterans differ in their methods of pursuing the job search.

A research of the literature indicates that only 25 per cent of the veterans from previous wars have participated in full-time employment. Prior studies of blinded veterans have not researched the crucial step between Vocational Rehabilitation and initial employment. The high unemployment rate for the Vietnam Era blinded veterans was a major reason for this study. Additional reasons for the research are: the veteran has his entire working career ahead of him, the veteran is adventitiously blind in adult life, the veteran is receiving compensation and does not have to work for satisfaction of security needs.

#### Procedures

A seven page questionnaire was mailed to the 662 known blinded veterans of the Vietnam Era. There were 118 responses from the legally blinded veterans and 85 from the totally blinded veterans for a 30 per cent return rate. The research instrument was designed to collect information in the following areas: personal data, education, employment, job resources used, resume procedures, interview techniques, and obstacles to gaining employment. The responses from the severely visually impaired and totally blinded veterans were separated in order to study the differences or similarities of the two groups.





## Findings

1. The job assistance resources on the national, state, and local levels are not being used by the severely visually impaired and totally blinded veterans of the Vietnam Era. In 10 of 11 categories concerning the utilization of job resources, over 75 per cent of the responders had not used the resources. Thirty-five per cent of the veterans had used classified advertisements.

2. The accepted methods or skills (i.e., resume preparation, interview techniques) are not being utilized by either group. In 8 of the 14 categories concerning the methods and skills of the job search, over 80 per cent of the responders had not utilized these skills.

3. The skills and techniques (or lack of) of the job search used by the severely visually impaired and totally blinded veterans of the Vietnam Era do not differ. In 29 of the 34 categories where the two groups of veterans could be compared, there was little difference. A difference between the groups was noted in the following areas: attendance at blind rehabilitation centers, utilization of classified advertisements, asking for the position, accompanied by attendants to interview, and follow-up procedures for the prospective position.

## Recommendations

The concept of work should be introduced immediately after blindness in conjunction with initial rehabilitation. Greater utilization of aptitude testing and vocational preference surveys should be used and less emphasis on the type of job a blind person is expected to perform.

Adult education courses should be developed and implemented to teach the blinded veterans of the job resources and job skills needed in the search for employment. In addition, adult education courses should be designed for Veterans Administration Vocational Rehabilitation Specialists and Veterans Administration Social Workers to better assist the blinded veterans find employment.

Additional recommendations include further research as to effects of the loss of Veterans Administration Individual Unemployability Compensation and Social Security Disability Insurance Benefits. There is also need for additional research in comparing the adventitiously versus the congenitally blind in relationship to the world of work.





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THE JOB SEARCH FOR SEVERELY  
VISUALLY IMPAIRED AND TOTALLY BLINDED  
VETERANS OF THE VIETNAM ERA

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## CHAPTER I

### FORMULATION AND DEFINITION OF THE PROBLEM

#### Introduction

Nearly 650 soldiers, sailors, and airmen went to fight the Vietnam War and came back without sight.<sup>1</sup> They entered the war as whole men and returned as less. Our environment, our educational institutions, and the business sector of our communities should do everything in their power to restore these men to a position as good as when they entered the service. Most rehabilitation programs for the blind are either classified under special education or vocational rehabilitation. This researcher feels that if a person functioned in the sighted world before entering the service, he must function in the sighted world on his return from the service after an initial rehabilitation period. In order for the blinded veteran to become a member of this sighted world, a member of the total community, he must participate with his sighted peers.<sup>2</sup> His vocational training should not be isolated with

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<sup>1</sup> Robert Lee Robinson, ed., Blinded Veterans of the Vietnam Era (New York: American Foundation for the Blind, 1973), p. 6.

<sup>2</sup> Ibid., p. 10.





other blind persons, rather he should participate in a course of vocational rehabilitation in the same trade school or in the same college classroom as those with whom he participated before entering the service. Neither should those who research and work in the field of adult education ignore the blinded veteran.

### Statement of the Problem

Many agencies have been set up on the federal, state, and local levels to act as resources for the blinded veteran in his search for employment. The Veterans Administration has both a Social Work Department and a Vocational Rehabilitation Program which seek to aid the blinded veteran in his job search. On the federal level, a Federal Job Information Center has been established. This center has a veterans' adviser as well as handicapped advisers. State governments are also contributing to this area. Most states have state employment agencies which again have veterans and handicapped advisers. State Services for the Blind and State Services for Vocational Rehabilitation are also resource agencies in many states. On a local level and in the private business sector, a blinded veteran may be able to turn to a professional or trade association for aid in securing employment. Organizations such as the National Alliance of Businessmen, the Blinded Veterans Association, and the Disabled American Veterans are also resource agencies which seek to aid the blinded veteran.



The severely visually impaired veteran may have different techniques in the preparation of resumes and in the interview situation than the totally blind veteran. A severely impaired veteran might be able to use a low-vision device to proof a resume prepared by another person for style, format, and spelling. A totally blind veteran would have to rely upon another person to do this. Consequently, the resume might be sent out without meeting the blinded veteran's standards of quality.

In the same manner, the interview situation might have to be handled in different ways, and would present different problems for the severely visually impaired veteran and the totally blind veteran. A severely visually impaired veteran might go through the interview situation without discussing his blindness. He would then have to face this on the job. A totally blinded veteran would have necessarily to discuss his blindness in the interview situation and would then be hired presumably on the sole basis of his qualifications.

Where does the blinded veteran find the places to present the resume and to seek the interview? This search for job leads is a process which may present different problems for the severely visually impaired veteran and for the totally blind veteran. The severely visually impaired veteran might use a low-vision device to scan newspapers and magazines for job leads. The totally blind veteran could not do so. These veterans might use agencies or other individuals in this



initial stage of the job search process. Veterans could contact the prospective employer on their own initiative without a job lead.

## Hypotheses

### Hypothesis I

There have been many resources set up to aid the blinded veteran of the Vietnam Era (both those severely visually impaired and those totally blind) in their search for employment. This researcher intends to study whether or not the blinded veteran is using these resources to his best advantage. This researcher hypothesizes that these resources are not being fully utilized by the blinded veteran. If the results of this study are consistent with this hypothesis, then it would be advisable to set up adult education courses to inform the blinded veteran of the available resources and to train him in their full utilization.

### Hypothesis II

There is a critical step between the completion of a vocational education program and the actual employment situation which involves the job-lead search, the resume preparation, the interview situation, and the actual attainment of employment. This researcher intends to discover the techniques used or the lack of use of techniques in these situations. The researcher hypothesizes that many blinded veterans (both the severely visually impaired and the totally blind veterans) do not have one or more of the skills needed to successfully





complete this step. If the results of this study are in agreement with this hypothesis, then adult education courses should be designed to teach accepted and proven procedures in these areas of the job search process, the resume preparation, and the interview situation to the blinded veterans.

### Hypothesis III

The techniques used in the job hunting process would seem to be different for the severely visually impaired veteran and for the totally blind veteran. This researcher intends to survey by means of a questionnaire, the total population of blinded veterans of the Vietnam Era to discover if such differences do exist. The researcher further hypothesizes that the techniques used in the job search process are not the same for the severely visually impaired veteran and the totally blind veteran. If the results of this research are consistent with this hypothesis, then the design of any adult education courses would have to recognize these differences and provide separate formats for the severely visually impaired veteran and for the totally blind veteran.

### Significance of the Problem

Following the Second World War and the Korean Conflict, a few studies were conducted on the blinded veterans of these wars.<sup>3</sup> In recent years, follow-up studies of these blinded

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<sup>3</sup>Warren C. Bledsoe, ed. War Blinded Veterans in a Post war Setting (Washington, D.C.: Government Printing Office, 1958).





veterans have been conducted.<sup>4</sup> The most recent comprehensive study on the employment of blinded veterans in 1964 showed that 58 per cent of the blinded veterans were not in the work force.<sup>5</sup> Only 24 per cent of the veterans were working at least a 40-hour week, 40 weeks a year.<sup>6</sup>

To date there has been only one Veterans Administration sponsored conference on the blinded veteran of the Vietnam Era. Proceedings from this conference were condensed into a 33-page booklet, Blinded Veterans of the Vietnam Era.<sup>7</sup> An independent study to measure the attitudes, mobility, and the use of prosthetic and sensory aids is being conducted by the American Foundation for the Blind. The final results of this study have not yet been tabulated.

Studies have been made on the various occupations in which a blinded veteran may find employment. Some of the more noted studies are Characteristics of Blind and Visually Handicapped People in Professional, Sales, and Managerial Work;<sup>8</sup> Placing the Blind and Visually Handicapped in Clerical.

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<sup>4</sup>Milton D. Graham and others, 851 Blinded Veterans: A Success Story (New York: American Foundation for the Blind, 1968).

<sup>5</sup>Ibid., p. 74.

<sup>6</sup>Ibid., p. 163.

<sup>7</sup>Robinson, Blinded Veterans of the Vietnam Era.

<sup>8</sup>Mary K. Bauman, Characteristics of Blind and Visually Handicapped People in Professional, Sales and Managerial Work (n.p.: Pennsylvania Office for the Blind, 1963).



Industrial, and Service Fields;<sup>9</sup> and Placing the Blind and Visually Handicapped in Professional Occupations.<sup>10</sup> All of these studies were conducted by Mary K. Bauman and her associates. They will be reviewed in a later chapter.

The Veterans Administration has published a study of the occupations of the blinded veterans of the Second World War and the Korean Conflict.<sup>11</sup> The list of occupations range from professional, technical, and managerial work to manual labor.<sup>12</sup>

Studies have been conducted to discover the best training methods to be used in the preparation of the blind individual for employment. The states of Maryland and Connecticut have conducted research into the effectiveness of the programs offered by their schools for the blind. The Maryland study has just been completed, and a program to implement some of the recommended changes in procedures has been initiated.

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<sup>9</sup>Mary K. Bauman and Norman M. Yoder, Placing the Blind and Visually Handicapped in Clerical, Industrial, and Service Fields (Washington, D.C.: Government Printing Office, n.d.).

<sup>10</sup>Mary K. Bauman and Norman M. Yoder, Placing the Blind and Visually Handicapped in Professional Occupations (Washington, D.C.: Government Printing Office, 1962).

<sup>11</sup>Department of Veterans Benefits, Occupations of Totally Blinded Veterans of World War II and Korea (Washington, D.C.: Veterans Administration, January, 1956).

<sup>12</sup>Ibid., p. 6.



Both of these studies will be discussed in Chapter II, The Review of Related Literature.<sup>13</sup>

None of these studies have shown or explored that critical step between the vocational rehabilitation program and the actual employment situation. This step involves the search for the job possibility, the resume preparation, the interview situation, and the actual attainment of the job. It is this critical step which this paper hopes to investigate by discovering the techniques used (or lack of) in these situations.

If these avenues--the job search, the resume preparation, and the interview situation--can be discovered, it will be possible to design a framework for additional research which would in turn design an adult education course to teach the blinded veteran, whether totally blind or severely visually impaired, an accepted and proven procedure for the job search process.

It should be noted that most experts and researchers of blindness are psychologists, psychiatrists, and social workers. Very few are in the field of adult education, business, or vocational education. The need is in these areas.

The blinded veteran may not be aware of all the problems facing him when he leaves the vocational rehabilitation

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<sup>13</sup>Issac P. Clayton, "Career Opportunities for Visually Handicapped Persons in Maryland," The New Outlook for the Blind, LXVI, No. 5 (May, 1973) and Judith T. Tremble and Lawrence F. Campbell, "A Diversified Cooperative Work-Experience Program for Blind and Multiple Handicapped Students," The New Outlook for the Blind, LXVII, No. 5 (May, 1973).





program. He may not be aware of the possible solutions to these problems which can be obtained through various agencies. He may wish to obtain employment but not know where to turn for help. He may be continually rebuffed in his search for employment. The blinded veteran is always aware of the prejudice which exists against blind persons. The following are comments written by blinded veterans of the Vietnam Era in response to this item on the questionnaire: Are there any obstacles you have encountered in obtaining employment not mentioned in the questionnaire? "I found interviews usually ended with the mention of blindness in regard to the jobs I've applied for." "... a lack of receptiveness because of my ... handicaps and the interviewer's preconceived notions about my being unable to keep up with a 'normal' person in my work." "Veterans, visually handicapped, usually have one heck of a time getting jobs. Seems people just don't want to take a chance."

Father Thomas Carroll, an expert on blindness, has divided the blind into two categories--the adventitiously blind and the congenitally blind. The latter are those who have been blind since birth. The adventitiously blind are those who have lost their eyesight suddenly, or through accident.<sup>14</sup> The blinded veterans of the Vietnam Era belong to this group. Because their blindness is sudden and is a new

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<sup>14</sup>Thomas J. Carroll, Blindness: What it is, what it does, and how to live with it (Boston: Little, Brown and Company, 1961), pp. 11-13.





sensation to them, they may not be aware of all sources available to the blind.

Experts in the field of blindness, who are themselves blind adventitiously, admit that even their tactile communication skills (reading and writing Braille) are not on an equal level with the tactile communication skills of the congenitally blind. The congenitally blind have had all of their lives to practice these skills. The adventitiously blind have not.

The blinded veteran is also unique from the other adventitiously blind. His blindness is new like theirs, but his blindness has advantages and disadvantages which are unique to his situation. He has the problem of a double adjustment to make. He must adjust to the basically unstructured life style of the civilian world from the highly structured life style of the military. He must make this adjustment while attempting to adjust to his blindness. He has not yet adjusted to being sightless in a sighted world when he is catapulted into a world which is work-oriented. To be respected in this world, he must work. Yet this world does not accept him as one who is able to work because of his blindness. The inability to adjust to his blindness and to the prejudice which exists against the blind in the work-oriented world, has preyed heavily on the minds of some of the blinded veterans of the Vietnam Era. J.A. wrote that her husband C.A. had committed suicide because he could not accept his blindness and the fact that he was unable to find employment because of his blindness. She wrote "C. got terribly



depressed when another potential employer turned him down because they said he was too much of a risk."

The blinded veteran of the Vietnam Era was selected as the subject group for this research for several reasons.

1. The average blinded veteran has the majority of his working life ahead of him.

2. He is adventitiously blind. His adjustment to this new state of blindness is complicated by the adjustment he must make to a civilian world from the military world.

3. Most blinded veterans are receiving compensation. Because of this compensation, the blinded veteran's search for employment is not motivated by the desire to fill his security needs. The compensation gives the blinded veteran the unique advantage of being able to seek the kind of work he really desires without worrying about his family's security needs. It also has the unique disadvantage of making some employers offer the blinded veteran less than what they would offer one of his peers who was not receiving compensation. The compensation may also hinder the blinded veteran in his search for job leads. Some resource people are reluctant to aid the blinded veteran in his job search because he is already receiving far more in compensation than they are in regular wages. A social worker in the Midwest told one responding veteran that his compensation was more than she and her husband were making combined. She preferred to "help those who don't have any money coming in."



4. The blinded veteran is eligible for a 10-point preference on the scoring of the Federal Civil Service Commission.

5. The blinded veteran is a member of a group which is easily accessible by one organization--the Veterans Administration.

6. Finally, this researcher considers that it is an obligation of the American people to do everything in their power to help the blinded veteran resume his rightful place in the society of our country. He lost his sight in defense of our country, thus the country should aid him in seeking a place in its society upon his return from the service.

#### Definitions

The definitions discussed in this section are important in an understanding of the nature of the blinded veteran's disability. It should be noted that often in the definitions of blindness, "figures of visual performance do not accurately describe the functional level of the individual."<sup>15</sup> Definitions are arranged in alphabetical order.

Adventitiously Blind: "The newly blind"--one who has lost his sight suddenly. For this study, one who has lost his sight suddenly in his adult life.<sup>16</sup>

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<sup>15</sup>Chester Avery and Helen H. Lyman, "Libraries and the Visually Handicapped," The Wilson Library Bulletin (May, 1966), p. 30.

<sup>16</sup>Carroll, Blindness: What it is, what it does, and how to live with it., p. 4.





Blindness: A person classified as blind has a central visual acuity of 20/200 or less in the better eye with correcting lenses, or a field of vision loss which restricts the field of vision to no more than 15 degrees.<sup>17</sup>

Congenitally Blind: One who has been blind since birth or for the majority of his life.<sup>18</sup>

Field of Vision Loss: A contraction of the peripheral field in which the "widest diameter of the visual field is an angular distance of no greater than 15 degrees."<sup>19</sup>

Legally Blind: A person is classified as legally blind if his vision is 20/200 or less non-correctable, or if his field of vision is restricted to 20 degrees or less.<sup>20</sup> The Veterans Administration recognizes a restriction of 15 degrees. This figure will be used in this study.

Low-Vision: See Severely Visually Impaired.

Normal Vision: 20/20 visual acuity; a certain size letter can be seen by the average person at a 20-foot distance, or a normal field of vision.<sup>21</sup>

<sup>17</sup>Robert A. Scott, The Making of Blind Men (New York: Russell Sage Foundation, 1969), p. 40, quoting Herman Snellen, Test-Types for the Determination of the Acuteness of Vision, Publisher Utrecht, 1868.

<sup>18</sup>Carroll, Blindness: What it is, what it does, and how to live with it, p. 4.

<sup>19</sup>Ibid., p. 40.

<sup>20</sup>Avery, "Libraries and the Visually Handicapped," p. 30.

<sup>21</sup>Ibid., p. 30.





Service-Connected Disability: "A disability which was incurred or aggravated in the line of duty in the Armed Forces."<sup>22</sup>

Severely Visually Impaired: For this study, the severely visually impaired veteran will be all those who "come under the definition of blindness, except those who are totally blind, without light perception."<sup>23</sup>

Totally Blind: A person is considered totally blind when he has no useful vision or useful light perception.<sup>24</sup>

Vietnam Era: From August 5, 1964, until Congress enacts an ending date in the future.

#### Assumptions of the Researcher

Before discussing the limitations and delimitations of the problem, several assumptions have been made by the researcher.

1. The researcher will not explore the psychological and sociological problems involved in the job-seeking process for the blind. He will assume that such problems do exist and that the blinded veteran has to cope with them, as do his sighted peers.

2. The research into the social implications of blindness, how people view the blinded veteran and how he views

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<sup>22</sup>Graham, 851 Blinded Veterans, p. 255.

<sup>23</sup>Ibid., p. 255.

<sup>24</sup>Ibid., p. 255.



himself, has been accepted by this researcher. There is some stigma attached to blindness and to the blinded veteran. "The blind are the victims of the ignorance of the public concerning their real conditions."<sup>25</sup> The United States operates on a Protestant Work Ethic which demands or gives more respect to those who work and less to those unable to work. Because the blind are largely unemployed, they lose much of the accepted "social status of the community."<sup>26</sup> The blind are a minority group which loses in the competition with the larger and more vocal minority groups.<sup>27</sup>

### Limitations

The population examined in this paper is in itself a limitation. The number of blinded veterans of the Vietnam Era is not yet accurately tabulated. The military does not always notify the Veterans Administration of the status of discharged veterans. Experts place the population of blinded veterans between 600 and 650 actual veterans. For the most part, these are men who have the rest of their work careers ahead of them.

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<sup>25</sup>Alan G. Gowman, The War Blind in American Social Structure (New York: American Foundation for the Blind, 1957), p. ix, quoting from Pierre Villey, The World of the Blind (New York: The Macmillan Company, 1930), p. 9.

<sup>26</sup>Chester Winton, "The Preparation of Severely Visually Impaired Persons for the Professions," Science and Blindness: Retrospective and Prospective, ed. by Milton D. Graham (New York: American Foundation for the Blind, 1972), p. 68.

<sup>27</sup>Ibid., p. 68.



### Delimitations

1. Because the researcher will not explore the psychological and sociological problems involved in the job-seeking process of the blinded veteran, he will accept that there are problems and not explore that aspect further.

2. The researcher has further limited the population of this study to those veterans whose blindness is service-connected. This was done because these veterans are motivated to work for the sake of work, since Veterans Administration compensation covers security needs.

3. It is possible that another person other than the blinded veteran will be filling out the questionnaire. This person's feelings may possibly decide the answer to some of the questions. This may also bias some of the comments received.

4. Within the area of the severely visually impaired, many degrees of visual impairment exist; for example, visual acuity versus field loss. The researcher will not attempt to differentiate between these. The only differentiation will be between the severely visually impaired and the totally blind.

5. The researcher will not emphasize the multi-handicapped veteran with secondary disabilities. These multi-handicapped veterans will be present in both the severely visually impaired veterans and the totally blind veterans.



## Organization of the Study

Chapter I will present an introduction to the problem, a discussion of its significance, and assumptions made by the researcher. Limitations, definitions, and delimitations involved in the study will also be discussed in Chapter I.

Chapter II will briefly review literature related to the problem. Sections of this chapter will include Accepted Methods of Finding Employment, The Problems of Finding Employment for the Blind, Blindness, and The Blinded Veteran.

Chapter III will present an overview of the methods of research. The design of the questionnaire and a description of the questionnaire's distribution will be included in this chapter.

Chapter IV will present a tabulation of the results of the questionnaires. This tabulation will be divided into two main sections--the responses of the totally blind veteran and the responses of the legally blind veteran.

In Chapter V, the researcher will interpret the results of the questionnaire. The responses of both groups will be compared. Significant responses will be discussed.

Chapter VI will present a summary of the research. The hypotheses presented in Chapter I will be discussed. Recommendations and implications for further research will be formulated in this chapter.





### Summary

This research is designed to be a sample survey of the employment situations and problems of the 600-650 blinded veterans of the Vietnam Era. These men were selected in part because their desire to work is not based on security needs. They are receiving compensation.

Research has been conducted on the actual employment of blinded persons including veterans, but none have explored the step between the vocational rehabilitation program and the actual employment situation. It is this step which this researcher hopes to investigate.



## CHAPTER II

### REVIEW OF RELATED LITERATURE

#### Introduction

This brief review of the literature relating to the blinded veteran of the Vietnam Era and his employment problems will be divided into four sections. They are The Accepted Methods of Finding Employment, The Problems of Finding Employment for the Blind, Blindness, and The Blinded Veteran. The section concerning the Blinded Veteran will be further divided into The Blinded Veteran of the Second World War and the Korean Conflict, The Blinded Veteran of the Vietnam War, and some of the services available to the blinded veteran.

#### The Accepted Methods of Finding Employment

A definite step in the complete rehabilitation of the blinded veteran is employment. There are many factors involved in the process of seeking employment for the blind as well as the sighted person. Some of these factors are the job search, the preparation of the resume, and the job interview. Much has been written on these last two subjects.

The letter of application and the resume are usually the first contact the prospective employer has with the job



seeker. Great care should be taken to insure that these are correctly assembled and reflect the applicant's values, attitudes, and abilities.<sup>28</sup>

The United States Government has published many pamphlets which are extremely helpful in the job-seeking process. Among these are Merchandising Your Job Talents which contains suggestions for the interview situation: how to dress and act, what to know about the position, what qualifications are needed, just what type of job is desired by the applicant, and what qualifications are possessed by the applicant, and the preparation of the letter of application and the resume.<sup>29</sup>

A complete guide to the job-seeking process is Getting the Right Job, an outline put out by the Ohio Distributive Education Materials Laboratory. Although it is designed as a teaching outline, the forms and samples included would be of great value to the job applicant. Some of the pertinent chapters in this guide to employment are "Letters of Application," "The Data Sheet," "The Resume," "The Interview," and "Planning Your Career,"<sup>30</sup>

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<sup>28</sup>Bauman and Yoder, Placing the Blind and Visually Handicapped in Professional Occupations, pp. 46-47.

<sup>29</sup>United States Department of Labor, Merchandising Your Job Talents (Washington, D.C.: Government Printing Office, 1971).

<sup>30</sup>James R. Rich, Getting the Right Job (Columbus, Ohio: Distributive Education Materials Laboratory, 1969).





The area of job leads is one which is scant in information. It is an area which must be examined in more detail, especially in relation to the blinded veteran. How does the blinded veteran obtain the job leads? This researcher hopes to discover the methods used by the blinded veteran in the job leads search process.

Definite procedures do exist in the job-seeking process. Application of these procedures by the blind, and in particular, the blinded veteran, is an area which is very unique and which much be examined closely.

#### The Problems of Finding Employment for the Blind

How does the blinded veteran obtain employment? Theoretically he follows the procedures outlined in the literature just reviewed, in the same manner as his sighted peer, and a position would naturally be offered him. There are, however, other factors which have been discussed previously and which do enter into the process for the blinded veteran.

In general, his blindness sets him apart from the sighted applicant. While there are some jobs which a blind person cannot perform, such as airplane pilot or surgeon, most positions can be filled to satisfaction by the blind applicant.<sup>31</sup> A wide range of jobs exist for the blinded veteran.

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<sup>31</sup>Fred L. Crawford, Career Planning for the Blind: A Manual for Students and Teachers (New York: Farrar, Straus and Giroux, 1966), p. 40.



The computer field is one area which has been opened to the blinded veteran--a modern-day job for the modern-day veteran. Dr. Charles Hallenbeck summarizes more than a decade of training and employing blind persons in commercial computer occupations. He lists advantages and disadvantages in regard to the specialized training facilities as opposed to the integrated educational institutions. The integrated training institution has a definite edge in his viewpoint.<sup>32</sup>

According to the author of "Considerations in Planning Vocational Education for the Visually Impaired," two considerations in this education exist. They are the visual function of the individual and relating the education of the visually impaired individual to the task to be done.<sup>33</sup>

In seeking employment, the blinded veteran should expect no special privileges and should meet the same standards as his sighted peers. In "The Self-Reliance Institute: Filling the Gap in Work Experience," Mildred Lawrence describes efforts to provide training in everyday skills, travel

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<sup>32</sup>Charles Hallenbeck, "Curriculum Standards in the United States for Training Blind Persons in Computer Occupations," The New Outlook for the Blind, LXVII, No. 6 (June, 1973), pp. 266-271.

<sup>33</sup>Ralph Peabody, "Considerations in Planning Vocational Education for the Visually Impaired," Vocational Education for Handicapped Persons, ed. by Earl B. Young (Washington, D.C.: Government Printing Office, 1970), pp. 64-65.



experience, and social skills as well as those physical skills necessary to an adjustment to blindness.<sup>34</sup>

Mary K. Bauman is a leading authority in the field of employment for the blind. Three of her works have been mentioned previously. All are valuable in arriving at an understanding of the employment of the blind.

Placing the Blind and Visually Handicapped in Clerical, Industrial, and Service Fields<sup>35</sup> and Placing the Blind and Visually Handicapped in Professional Occupations<sup>36</sup> not only give statistics in relation to the blind in these fields, but also give hints as to the current procedures to follow in seeking employment for the blind. Hints for the preparation of the resume and the handling of the interview situation are included in both works. The resume should be neat and contain all pertinent information as well as a frank and open discussion of the individual's blindness. This should include the degree of blindness as well as what the individual is able to do. A short description of the career goals of the individual is also helpful.<sup>37</sup> The resume and the letter of application

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<sup>34</sup>Mildred Lawrence, "The Self-Reliance Institute: Filling the Gap in Work Experience," The New Outlook for the Blind, LXVII, No. 5 (May, 1973), p. 220.

<sup>35</sup>Bauman and Yoder, Placing the Blind and Visually Handicapped in Clerical, Industrial, and Service Fields.

<sup>36</sup>Bauman and Yoder, Placing the Blind and Visually Handicapped in Professional Occupations.

<sup>37</sup>Ibid., p. 45.





are often the first impression that the prospective employer has of an applicant. It is necessary that they convey a favorable impression or no further contact will be made.<sup>38</sup>

The applicant should arrive alone for the interview, and be confident and poised. These qualities will reassure the prospective employer that no mobility or personal problems will enter into the employment situation.<sup>39</sup> This researcher wishes to point out that although Bauman and Yoder are considered to be experts in the area of employment for the blind, many blind persons knowledgeable in this field disagree with their views.

Dr. John Uxer warns that often there is an over-emphasis on the specific vocational training which exists at times at the expense of the individual's future employment, and that continued failure to recognize the need for more than one approach will not produce the desired results of a totally rehabilitated blind person.<sup>40</sup> A rehabilitation program must combine the re-adjustment needs of the blinded person and train him to use his skills in the field of his choice.<sup>41</sup>

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<sup>38</sup>Ibid., p. 46.

<sup>39</sup>Ibid., p. 46.

<sup>40</sup>John Uxer, "Career Education and Visually Handicapped Persons: Some Issues Surrounding the State of the Art," The New Outlook for the Blind, LXVII, No. 5 (May, 1973), p. 204.

<sup>41</sup>Ibid., p. 220.





A study conducted by the state of Maryland to determine "the career opportunities for the blind and visually handicapped in Maryland," ... "the employment history and present job status placement of visually handicapped adults who attended the Maryland School for the Blind from 1961-1971," and to develop a pilot vocational education program in accordance with these findings, has been completed. This study encompassed two sections of the population of the state of Maryland--the employers and their feelings towards hiring the blind, and the alumni of the school and their feelings about the vocational education they received at the school as well as their suggestions for change and improvements in the vocational education program.<sup>42</sup>

Of the 460 employers contacted, 118 did not complete the questionnaire, but some provided comments expressing their reasons for not hiring the blind or visually handicapped worker. Some of the reasons stated by these employers included "partial vision needed" (10 employers), and "work too technical," (14 employers).<sup>43</sup>

The list of jobs filled by the visually handicapped alumni of the school ranged from a paint production worker to a teacher to a registered nurse.<sup>44</sup> A survey of the alumni

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<sup>42</sup>Issac P. Clayton, Phase I Final Report--A Vocational Education Program for Blind Children and Youth (n.p.: Maryland State Department of Education, 1972).

<sup>43</sup>Ibid., p. 8.

<sup>44</sup>Ibid., p. 9.



showed that approximately one-third were employed, one-third were unemployed, and one-third were full-time students.<sup>45</sup>

The pilot program based on the recommendations of this study has the underlying theory that "a job can be conceptually described as a composite of units or tasks of varying skill requirements that are sequenced to produce some output."<sup>46</sup>

It is essential that the blind applicant be given as much information on the prospective job as his sighted peer. More information must be given the blind applicant because he must know how much of the prospective job process depends on the use of sight. This was one of the recommendations of the alumni of the Maryland School for the Blind in the program just discussed.<sup>47</sup> Fred L. Crawford, in his Career Planning for the Blind: A Manual for Students and Teachers, states that in "choosing a career, blindness must be considered in its true perspective and in relation to the way it may affect each individual and his performance of any occupation."<sup>48</sup>

The Oak Hill School in Hartford, Connecticut, has a federally funded program which provides:

1. Individualized classroom preparation for this world of work.

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<sup>45</sup>Clayton, "Career Opportunities for Visually Handicapped Persons in Maryland," p. 213.

<sup>46</sup>Ibid., p. 214.

<sup>47</sup>Clayton, Phase I Final Report, p. 13.

<sup>48</sup>Crawford, Career Planning for the Blind: A Manual for Students and Teachers, p. 40.



2. A carefully selected placement in part-time jobs on and off campus.<sup>49</sup>

This program was designed to offer the blind student a "sound background in both occupational and basic educational skills and to help them to become independent and contributing members" of their communities.<sup>50</sup> The results of this program illustrate that purposeful training can produce candidates eager and skilled in job marketing attributes.<sup>51</sup> The participants in this program were not required to find their own jobs but were placed in carefully pre-selected positions.

### Blindness

In discussing the blinded veteran and his employment problems, it is necessary to review some of the literature concerning the nature of blindness itself. Blindness has been the subject of much literature. A brief overview will be discussed in this section.

The lay person defines "blindness" as "sightless." In working with the blind, the term refers to both those who are totally sightless and those whose sight has been severely impaired. A large problem arises when one attempts to draw the line among those whose sight is severely impaired. Who

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<sup>49</sup>Judith T. Tremble and Lawrence F. Campbell, "A Diversified Cooperative Work-Experience for Blind and Multiple Handicapped Students," The New Outlook for the Blind, LXVII, No. 5 (May, 1973), p. 216.

<sup>50</sup>Ibid., p. 219.

<sup>51</sup>Ibid., p. 219.





is blind and who is not?<sup>52</sup> Accurate information on blindness and the actual number of blind individuals in the United States is difficult. Its identification-classification is made more difficult by the numerous definitions which change from agency to agency and area to area.<sup>53</sup>

"Vision is our most important sense."<sup>54</sup> Those who have lost all or most of this sense of sight must be helped by those who have retained it. This help must not be in the form of charity but rather in the form of assistance to maintain a life style in agreement with one's values. Those who are blind must be allowed and assisted to function as a part of the total community. Therefore, the "community of people with severe vision impairments is of importance to all who concentrate on the survival of a productive society."<sup>55</sup>

Father Thomas J. Carroll has written a practical guide for the blind and those who would help the blind. To many blindness is death. Father Carroll says that in a way this is true. Blindness or the loss of one's sight is death to the way in which one has lived for some time. It is possible, however, with the right kind of help, with determination, and

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<sup>52</sup>Scott, The Making of Blind Men, pp. 41-43.

<sup>53</sup>Ibid., pp. 41-43.

<sup>54</sup>Richard E. Hoover, "Vision: The Most Important Sense," reprinted from the Wilson Library Bulletin (May, 1966), p. 4.

<sup>55</sup>Ibid., p. 4.



with work, for the blinded to start anew and build a life useful as a blind person.<sup>56</sup>

Father Carroll writes of the drastic changes which must be made in the life style of those who are blinded suddenly. He divides the blind into two groups, the congenitally blind and the adventitiously blind. The congenitally blind have never known the sighted world. They are able to learn to function in the sightless world much more easily than the adventitiously blind who have lost their sight suddenly. These have a memory of the sighted world and must learn even the basic tasks anew. These memories make the adjustment to the sightless world much more difficult.<sup>57</sup> The blinded veteran belongs to the latter group, the adventitiously blind.

#### The Blinded Veteran

The problems of the blinded person in society and in the process of seeking employment are intensified for the blinded veteran. His loss of sight was sudden. His adjustment to the new physical state of sightlessness is compounded by his adjustment to the civilian state. In the military, his life style was very structured. As a member of a rehabilitation center, it was still highly structured. On his completion of these, he must adjust to the highly unstructured life style of a civilian.

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<sup>56</sup>Carroll, Blindness: What it is, what it does, and how to live with it (Boston: Little, Brown and Company, 1961), pp. 11-13.

<sup>57</sup>Ibid., p. 4.



## Services for the Blind

There are many services which are available to the blinded veteran. Veterans Administration hospitals, like those at Hines, Illinois; West Haven, Connecticut; and Palo Alto, California, are set up to handle the blinded veteran's rehabilitation. The development of the services of the Veterans Administration and the hospital at Hines are described in "From Valley Forge to Hines: Truth Old Enough To Tell."<sup>58</sup> The hospitals at West Haven and Palo Alto are modeled after the one at Hines.

In addition to the services offered the blinded veterans at the hospitals and directly through the Veterans Administration, the Blinded Veterans Association has assisted the Veterans Administration in the formation of visual impairment service teams (VIST) for the blinded veteran. The function of these teams is to contact the blinded veteran, to determine his needs, and to assist him in contacting the necessary agencies to fulfill these needs.<sup>59</sup>

The Blinded Veterans Association (BVA) does not actually place the blinded veteran in positions. Its function

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<sup>58</sup>Warren C. Bledsoe, "From Valley Forge to Hines: Truth Old Enough To Tell," Blindness, 1969, ed. by Isabella Diamond (Washington, D.C.: American Association of Workers for the Blind, Inc., 1969), pp. 95-142.

<sup>59</sup>Veterans Administration, Report on Visual Impairment Services Teams: April 1, 1971-June 30, 1971 (Washington, D.C.: Veterans Administration, 1971).





is to bring the prospective applicants to the attention of the appropriate agencies.<sup>60</sup>

The Civil Service Commission will give special examinations to those veterans unable to take the regular form.<sup>61</sup> A preference to veterans is given in the job placement. The disabled veteran may apply for up to 10 extra points on his Civil Service Examination score because of his disability. These bonus points must be applied for by the veteran.<sup>62</sup>

The Blinded Veterans of the Second World War and the Korean Conflict

A study of the war-blinded veterans of the Second World War and the Korean Conflict determined that, for the most part, these veterans had adjusted to their blindness and were employed. A description of the types of employment in which these veterans were involved included such occupations as the professional field to agriculture to the unskilled labor fields.<sup>63</sup> The veterans who were included in this survey were

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<sup>60</sup>Blinded Veterans Association, Study of Selected Unemployed Blinded Veterans and Demonstration of the Effectiveness of the Coordinated Use of Community Resources in the Total Rehabilitation of World War II and Korea Service-Connected Blinded Veterans, Project Number 132, p. 3.

<sup>61</sup>United States Civil Service Commission, Employment for the Blind in Federal Service (Washington, D.C.: Government Printing Office, 1971), p. 4.

<sup>62</sup>United States Civil Service Commission, Working for the United States (Washington, D.C.: Government Printing Office, 1970), p. 3.

<sup>63</sup>Bledsoe, War Blinded Veterans, p. 176.





those living outside the VA hospitals with service-connected disabilities incurred between December 7, 1941, and March 31, 1953. Those who were not included in the survey were those who were not within the definitions of blindness or whose interviews took place after March 31, 1953.<sup>64</sup>

A follow-up to this study conducted in 1968 by the American Foundation for the Blind, 851 Blinded Veterans: A Success Story, found that when "provided with adequate medical, social, and rehabilitative services, blind persons can achieve a place in the community generally comparable with their sighted peers."<sup>65</sup> This was not a random study, nor was it a predictive study. It was a descriptive survey of the blinded veterans of the Second World War and the Korean Conflict.<sup>66</sup>

The blinded veteran was found to spend one-fourth to one-third of his time working. This, despite the fact that visual impairment though occurring less frequently than other disabilities, ranks "high among conditions which limit major activities."<sup>67</sup>

#### The Blinded Veterans of the Vietnam Era

A study of the blinded veteran in the social structure of this country, published in 1957, contrasts drastically with

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<sup>64</sup>Ibid., p. 8.

<sup>65</sup>Graham and others, 851 Blinded Veterans, p. vii.

<sup>66</sup>Ibid., p. 3.

<sup>67</sup>Ibid., p. 71.



the views of the blind Vietnam veterans. This study, The War Blind in American Social Structure, involved the war blinded veterans of the Second World War and the Korean Conflict. It was found that these veterans were able to accept their disabilities more readily because of the dangers inherent to war, and because they had incurred it in "pursuit of a necessary and honorable cause."<sup>68</sup> Some of the veterans of the Vietnam Era have grave doubts as to the necessity or the honor of the cause for which they incurred their blindness. These veterans feel that the general public, and their sighted peers in particular, do not regret their blindness. Rather the blame is placed solely on the veteran's shoulders. "It's your own fault--you should not have been there" are comments sometimes heard by these veterans.<sup>69</sup> The veterans of the Vietnam Era are in the very unenviable position of returning from an "unpopular war."<sup>70</sup>

These men belong to a group so small that some experts fear that they may be overlooked despite the severity of their disability.<sup>71</sup> The smallness of this group of blinded Vietnam veterans can be seen in the following example. Estimates place the number of blind persons in the United States at

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<sup>68</sup>Gowman, The War Blind in American Social Structure, pp. 27-28.

<sup>69</sup>Robinson, Blinded Veterans of the Vietnam Era, p. 13.

<sup>70</sup>Ibid., p. 2.

<sup>71</sup>Ibid., p. 14.



960,000. Of this number, approximately 300,000 were adventi-  
tiously blinded.<sup>72</sup> There were 5,000 blinded veterans contacted  
by the June, 1972 VIS Teams.<sup>73</sup> Of these blinded veterans,  
600-650 were from the Vietnam Era.<sup>74</sup>

### Summary of the Literature

The area of the initial rehabilitation period has been well researched. However, the research usually stops at this point. As the review of the literature shows, the area of job search is very scant in literature. Insufficient information exists also in the areas of resume preparation methods and the interview techniques of the blind, especially of the blinded veteran. It is the intention of the researcher to explore further these areas.

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<sup>72</sup>Carroll, Blindness: What it is, what it does, and how to live with it, p. 5.

<sup>73</sup>Veterans Administration, Visual Impairment Services Teams, p. 2.

<sup>74</sup>Robinson, Blinded Veterans of the Vietnam Era, p. 6.





## CHAPTER III

### RESEARCH DESIGN AND METHODOLOGY

#### Introduction

Chapters I and II have shown that very little research has been done in the area of the job search, especially for the blinded veteran. The blinded veterans of the Vietnam Era were chosen as the subject group for this research study for the reasons which were developed in the Significance of the Problem, Chapter I. Briefly, they are:

1. The blinded veteran of the Vietnam Era has the majority of his working life ahead of him.
2. He has entered an entirely different situation. Not only is he entering a basically unstructured civilian life from the highly structured military life, but he is also entering sightless into a sighted world.
3. For the most part, the blinded veteran is receiving compensation. His desire to work, therefore, is not based on security needs.
4. He is newly blinded. As such, he may not be fully aware of the existing agencies which could assist him in his job search. Because he is newly blinded, the blinded veteran still has to acquire proficiency in those skills which will aid him in an adjustment to his new situation.



## Organization of the Research

After the subject group was selected in early April, the initial step taken in the development of this study was a review of the related literature. This review was done in May, 1973. Selected works from the review of related literature were mentioned briefly in Chapter II. The researcher then discussed his readings and initial thoughts with experts in the field. The Blinded Veterans Association, the Disabled American Veterans, the Veterans Administration, the American Foundation for the Blind, and the President's Committee on Employment of the Handicapped were sources contacted at this stage of the research.

The researcher then designed a questionnaire which was pilot-tested on subject-matter experts on the blinded veteran. The questionnaire was then refined in accordance with their suggestions.

The researcher next met with his Doctoral Committee at the University of Cincinnati. Their suggestions and comments were then considered in a further refinement of the questionnaire and the study.

## Design of the Questionnaire

The questionnaire was then field tested on eight (8) non-Vietnam Era blinded veterans. The responses of this group were used to further refine the questionnaire.

The questionnaire was designed to gather information in the areas of the job search, the resume preparation, and



the interview situation of the blinded veteran. This questionnaire was mailed to the total population of the blinded veterans of the Vietnam Era. This was not designed to be a sample survey but a total population survey.

Because the researcher did not wish to duplicate surveys which have been conducted on the sociological, psychological, or mobility problems of the blinded veteran, minimal personal information on the individual was gathered. Strict confidentiality was stressed in the questionnaire, since most of the veterans contacted were receiving compensation. The researcher believed that the only method of insuring valid information from the questionnaire was to stress anonymity. Many veterans fear a reduction in compensation if the Veterans Administration becomes aware of their activities. Most are receiving enough to live on without work. Their desire for employment, therefore, is not based on the need for financial support.

Items on the questionnaire were designed with the assistance of the related literature. Merchandising Your Job Talents provided the researcher with suggested questions on the interview, the letter of introduction, and the resume.<sup>75</sup> This United States Department of Labor publication suggested that the prospective employee gather as much information about the company as possible before he enters the interview

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<sup>75</sup>United States Department of Labor, Merchandising Your Job Talents.





situation. In Getting the Right Job,<sup>76</sup> James Rich suggested that a letter of introduction accompany the resume. This publication also provided the researcher with questions on the subject matter of the resume. Bauman's Placing the Blinded and Visually Handicapped in Professional Occupations<sup>77</sup> detailed items which should be on the resume. The questions on the questionnaire which referred to the mention of blindness in the resume and the interview were obtained in this work.

In the section on Employment, the researcher hoped to discover the sources used by the blinded veteran in his search for job leads. The job lead question was designed to be answered by a check in one of three boxes: Usually, Sometimes and Never. This was, in the researcher's opinion, a simple method of determining the frequency of use of the specific source, without requiring an actual number of uses to be reported. An open-ended question was provided after the section on Employment in order for the blinded veteran to express his opinions on why he had been unsuccessful in obtaining employment. In the section on the Resume, the questions were again designed to be answered by a check in one of three appropriate boxes. The material for these questions was gathered in part from the material reviewed in Chapter II.

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<sup>76</sup>Rich, Getting the Right Job.

<sup>77</sup>Bauman and Yoder, Placing the Blind and Visually Handicapped in Professional Occupations.





Question 10 was designed to obtain information on the interview situation. The information requested in this section was based on several of the works reviewed in Chapter II. Again, a simple check answer to Usually, Sometimes, and Never was utilized.

The questionnaire was designed and printed on two (2) 17" x 11" pages. These pages were folded. The cover letter was printed on the first page of the questionnaire. A self-addressed, stamped envelope was included in the questionnaire envelope for the convenience of the blinded veteran.

#### Distribution of the Questionnaire

The Veterans Administration will not release any addresses or names of veterans to any individual or group other than the Blinded Veterans Association. This researcher is the National Field Service Director for this organization. The BVA office was the mailing agency and received the completed questionnaires.

The questionnaire and accompanying cover letter were mailed on November 1, 1973, to the 662 blinded veterans of the Vietnam Era whose names and addresses appeared on the list obtained from the Veterans Administration. Table 1 shows the mailing distribution by state of those blinded veterans.



TABLE 1

DISTRIBUTION OF BLINDED VETERANS OF THE VIETNAM ERA  
BY MAILING ADDRESSES

| State                                     | Number<br>of<br>Veterans | State                | Number<br>of<br>Veterans |
|---|--------------------------|----------------------|--------------------------|
| Alabama                                   | 16                       | Nevada               | 1                        |
| Alaska                                    | --                       | New Hampshire        | --                       |
| Arkansas                                  | 10                       | New Jersey           | 9                        |
| Arizona                                   | 5                        | New Mexico           | 7                        |
| California                                | 52                       | New York             | 28                       |
| Colorado                                  | 14                       | North Carolina       | 22                       |
| Connecticut                               | 9                        | North Dakota         | 2                        |
| Delaware                                  | 1                        | Ohio                 | 26                       |
| Florida                                   | 32                       | Oklahoma             | 10                       |
| Georgia                                   | 25                       | Oregon               | 8                        |
| Hawaii                                    | 7                        | Pennsylvania         | 27                       |
| Idaho                                     | 6                        | Rhode Island         | 8                        |
| Illinois                                  | 32                       | South Carolina       | 13                       |
| Indiana                                   | 10                       | South Dakota         | 2                        |
| Iowa                                      | 5                        | Tennessee            | 20                       |
| Kansas                                    | 13                       | Texas                | 49                       |
| Kentucky                                  | 17                       | Utah                 | 3                        |
| Louisiana                                 | 12                       | Vermont              | --                       |
| Maine                                     | 5                        | Virginia             | 13                       |
| Maryland                                  | 8                        | Washington           | 20                       |
| Massachusetts                             | 9                        | West Virginia        | 4                        |
| Michigan                                  | 34                       | Wisconsin            | 8                        |
| Minnesota                                 | 12                       | Wyoming              | 1                        |
| Mississippi                               | 5                        | District of Columbia | 8                        |
| Missouri                                  | 17                       | Phillipines          | 1                        |
| Montana                                   | 1                        | Puerto Rico          | 14                       |
| Nebraska                                  | 3                        |                      |                          |
| Total Blinded Veterans of the Vietnam Era |                          |                      | 662                      |



### Tabulation of Questionnaires

Six hundred sixty-two questionnaires were mailed November 1, 1973. As of December 1, 1973, 46 totally blind and 74 legally blind questionnaires had been received at the Blinded Veterans Association. On December 1, 1973, a follow-up letter was mailed to an adjusted list of 642. This letter thanked those who had responded and urged those who had not responded to do so. The researcher eliminated those names whose questionnaires were returned address unknown, guardianship, and not-blind. This mailing resulted in a total of 203 questionnaires received by the cut-off date of December 31, 1973. Any questionnaires received after this date were not included in the tabulation or the interpretation of the results of this study. This number was divided into 85 totally blind and 118 legally blind. It indicates a return rate of 30.67 per cent. This response rate is sufficient for the purpose of this study. The reader is referred to Table 1 for this information. There were 20 questionnaires returned marked address unknown, 2 marked guardianship, 1 marked blind in one eye, 3 marked not-blind, and 3 questionnaires returned deceased. Utilizing these figures, an adjusted return rate of 35.05 per cent is established. Tables 2 and 3 show these figures in more graphic form.





TABLE 2

## RETURN FOR QUESTIONNAIRES - (662 Total Population)

|                            | Received<br>Totally<br>Blind | Received<br>Legally<br>Blind | Received<br>Total |
|----------------------------|------------------------------|------------------------------|-------------------|
| 1st Mailing<br>11-1-1973   | 46                           | 74                           | 120               |
| 2nd Mailing<br>12-1-1973   | 39                           | 44                           | 83                |
| Cut-off Date<br>12-31-1973 | 85                           | 118                          | 203               |
| Total Returned Per Cent    |                              |                              | 30.67             |

TABLE 3

## ADJUSTED RATE OF RETURN FOR QUESTIONNAIRES

| Responders  | Total<br>Returned |
|---|-------------------|
| Totally Blind   | 85                |
| Legally Blind   | <u>118</u>        |
| Total Usable  | 203               |
| Address Unknown   | 20                |
| Guardianship, Blinded in<br>one eye, Non-blind, and<br>Deceased | <u>9</u>          |
| Total Not Usable  | 29                |
| Total Returned  | 232               |



## Statistical Analysis of Questionnaire Results

Because there is a considerably larger number of legally blind veterans reporting than totally blind, the results of the questionnaire will be reported in terms of percentages. These percentages will be reported in Chapter IV--Tabulation of Results of Questionnaire.

### Summary

This study was designed to be a sample survey of the job search process of the blinded veterans of the Vietnam Era. These blinded veterans were selected for the reasons elaborated on page 35 of this chapter. Briefly, the reasons are that these blinded veterans have a double adjustment to face, to their blindness and to civilian life. They are not faced with the need to work to supply financial needs.

Research into the literature written and the approved methods of the job search and on the employment situation of blind persons provided material for a questionnaire. This questionnaire was sent to 662 blinded veterans of the Vietnam Era. There were 232 veterans who responded. Of the returned questionnaires, 203 were usable. Twenty-nine returned questionnaires were not usable. Copies of the questionnaire, the accompanying cover letter, and the follow-up letter were included in Appendix I of this study. Appendix II presents a continuous tabulation of the results of the study. Chapter IV will present a tabulation of the responses to sections of the questionnaire.



## CHAPTER IV

### TABULATION OF RESULTS OF QUESTIONNAIRES

#### Introduction

This tabulation will be divided into two main divisions. The former will tabulate the responses of the 85 totally blind veterans. The latter will tabulate the responses of the 118 legally blind veterans. Each tabulation will be further divided into the results of each of the ten main questions. The researcher directs the attention of the reader to Appendix II of this paper for a continuous graphic tabulation of the questionnaires. As each question is discussed, a corresponding table will show the actual figures involved.

#### Tabulation of Totally Blind Questionnaires

##### Questions 1-2:

Of the 203 responding veterans, 85 classified themselves as totally blind. There were 67 totally blind veterans or 78.82 per cent in the 18-30 age bracket, 15 totally blind veterans or 17.65 per cent in the 31-44 age bracket, and 3 totally blind veterans or 3.53 per cent in the 45 and over age bracket. Table 4 illustrates the division of the totally blind veterans by age group in graphic form.



TABLE 4  
DIVISION OF TOTALLY BLIND BY AGE

| Age       | Totally<br>Blind | Per cent |
|-----------|------------------|----------|
| 18 - 30   | 67               | 78.82    |
| 31 - 44   | 15               | 17.65    |
| 45 - over | 3                | 3.53     |
| TOTALS    | 85               | 100.00   |

Question 3:

Of those responding to the questions of education, 38 totally blind veterans or 44.71 per cent had completed high school, 11 totally blind veterans or 12.94 per cent had completed a two-year college program, 8 totally blind veterans or 9.41 per cent had completed trade or vocational school after high school, and 15 totally blind veterans or 17.65 per cent had completed a four-year college program or a higher program. Thirteen veterans or 15.29 per cent of the totally blind responding did not reply to this question. Table 5 illustrates these figures.

TABLE 5  
DIVISION OF TOTALLY BLIND BY COMPLETED LEVEL OF EDUCATION

| Level of Education                              | Totally<br>Blind | Per cent |
|---|------------------|----------|
| High School                                     | 38               | 44.71    |
| Two-year College                                | 11               | 12.94    |
| Trade or Vocational School<br>after High School | 8                | 9.41     |





TABLE 5-Continued

| Level of Education             | Totally<br>Blind | Per cent |
|--------------------------------|------------------|----------|
| Four-year College or Higher    | 15               | 17.65    |
| Not Responding to this Section | 13               | 15.29    |
| TOTALS                         | 85               | 100.00   |

Of the 85 totally blind responding, 31 veterans or 36.47 per cent were attending some educational institution at the present time, with 54 veterans or 63.53 per cent attending no educational institution at the present time. Of the 31 totally blind veterans attending some educational institution, 25 veterans or 80.64 per cent were full-time students and 3 veterans or 9.68 per cent were part-time students. Three totally blind veterans or 9.68 per cent did not respond to this section. The researcher refers the reader to Tables 6 and 7.

TABLE 6

## DIVISION OF TOTALLY BLIND IN REGARD TO CONTINUING EDUCATION

| Continuing Education                  | Totally Blind<br>Veterans | Per cent |
|---------------------------------------|---------------------------|----------|
| Attending Educational Institution     | 31                        | 36.47    |
| Not Attending Educational Institution | 54                        | 63.53    |
| TOTALS                                | 85                        | 100.00   |



TABLE 7

## DIVISION OF TOTALLY BLIND ATTENDING SOME EDUCATIONAL INSTITUTION BY PART-TIME AND FULL-TIME ATTENDANCE

| Attendance At<br>Educational Institution | Totally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Full-time Students                       | 25                        | 80.64    |
| Part-time Students                       | 3                         | 9.68     |
| No Answer                                | 3                         | 9.68     |
| TOTALS                                   | 31                        | 100.00   |

Of the 31 totally blind veterans attending some educational institution at present, 6 veterans or 19.35 per cent were attending a two-year college, 4 veterans or 12.90 per cent were attending a trade or vocational school, and 20 veterans or 64.52 per cent were attending a four-year college or a higher educational program. One veteran or 3.23 per cent did not respond to the question. The reader is referred to Table 8 for a graphic illustration of these figures.

TABLE 8

## DIVISION OF TOTALLY BLIND ATTENDING AN EDUCATIONAL INSTITUTION BY LEVEL OF EDUCATION

| Attending<br>Educational Institutions | Totally Blind<br>Veterans | Per cent |
|---------------------------------------|---------------------------|----------|
| High School                           | 0                         | -----    |
| Two-year College                      | 6                         | 19.35    |
| Trade or Vocational School            | 4                         | 12.90    |
| Four-year College or Higher           | 20                        | 64.52    |
| No Answer                             | 1                         | 3.23     |
| TOTALS                                | 31                        | 100.00   |



Question 4:

As Table 9 indicates, 70 responding totally blind veterans or 82.35 per cent had attended one of the VA Rehabilitation Centers. Fifteen totally blind veterans or 27.65 per cent had not attended one of these Centers. The average period of attendance at a Center was 15 weeks. The periods of attendance ranged from 1 day to 22 weeks in length.

TABLE 9

DIVISION OF TOTALLY BLIND IN REGARD TO  
ATTENDANCE AT VA REHABILITATION CENTERS

| VA Rehabilitation Centers | Totally Blind<br>Veterans | Per cent |
|---------------------------|---------------------------|----------|
| Attended a Center         | 70                        | 82.35    |
| Did Not Attend a Center   | 15                        | 27.65    |
| TOTALS                    | 85                        | 100.00   |

Question 5:

Of the totally blind responding, 9 veterans or 10.59 per cent had attended one of the state or private schools for the blind. The average period of attendance at one of these institutions was 3 weeks. Seventy-two totally blind veterans or 84.70 per cent had not attended one of these institutions. Four veterans or 4.71 per cent did not respond to this question. Table 10 illustrates these figures.





TABLE 10

DIVISION OF TOTALLY BLIND RESPONDING BY ATTENDANCE  
AT A STATE OR PRIVATE SCHOOL

| Attendance At State<br>Or Private School | Totally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Attended a School                        | 9                         | 10.59    |
| Did Not Attend a School                  | 72                        | 84.70    |
| No Answer                                | 4                         | 4.71     |
| TOTALS                                   | 85                        | 100.00   |

Question 6:

As Table 11 indicates, 73 totally blind veterans or 85.88 per cent of those responding to the questionnaire were receiving Social Security Disability Insurance. Twelve or 14.12 per cent are not receiving this Disability Insurance.

TABLE 11

DIVISION OF TOTALLY BLIND RESPONDING IN REGARD TO  
SOCIAL SECURITY DISABILITY INSURANCE

| Social Security<br>Disability Insurance | Totally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Receiving Insurance                     | 73                        | 85.88    |
| Not Receiving Insurance                 | 12                        | 14.12    |
| TOTALS                                  | 85                        | 100.00   |

Five totally blind veterans or 6.85 per cent of those totally blind receiving insurance from the Social Security Administration replied that they would absolutely be deterred



from accepting a job because of the loss of this insurance. Twenty-seven totally blind veterans or 36.99 per cent replied that the loss of this insurance would absolutely not deter them from accepting a job. Twelve totally blind veterans or 16.44 per cent replied that the loss of this insurance would deter them from accepting employment only if the salary was substantially less than the amount of their insurance. Twenty-nine totally blind veterans or 39.72 per cent replied that the loss of this insurance would deter them from accepting employment only if the salary was substantially more than the amount of the insurance. The reader is referred to Table 12 for a graphic description of this information.

TABLE 12  
ACCEPTANCE OF EMPLOYMENT VERSUS LOSS OF  
SOCIAL SECURITY INSURANCE

| Acceptance of Employment                             | Totally Blind Veterans | Per cent |
|--|------------------------|----------|
| Absolutely Yes                                       | 5                      | 6.85     |
| Absolutely No  | 27                     | 36.99    |
| Only if salary was substantially less than insurance | 12                     | 16.44    |
| Only if salary was substantially more than insurance | 29                     | 39.72    |
| TOTALS   | 85                     | 100.00   |

Question 7:

Question 7 is not applicable to the totally blind veteran. Any answers given will be discounted.



Question 8:

Question 8 relates to the employment of the blinded veterans. There are a number of subdivisions to this question. Each will be identified and discussed separately.

a. Where did you find your job leads?

Six veterans or 7.06 per cent of the totally blind responding usually found their job leads at the Vocational Rehabilitation Section of the Veterans Administration. Three totally blind veterans or 3.53 per cent sometimes used this source for job leads. Eighteen totally blind veterans or 21.18 per cent never used the Vocational Rehabilitation Section as a job leads source. Fifty-eight totally blind veterans or 68.23 per cent did not respond to this section of the questionnaire. The researcher refers the reader to Table 13 for a graphic illustration of these figures.

TABLE 13

USE OF VOCATIONAL REHABILITATION SECTION OF  
VETERANS ADMINISTRATION BY TOTALLY BLIND VETERANS

| VA Vocational<br>Rehabilitation Section | Totally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Used                            | 6                         | 7.06     |
| Sometimes Used                          | 3                         | 3.53     |
| Never Used                              | 18                        | 21.18    |
| No Answer                               | 58                        | 68.23    |
| TOTALS                                  | 85                        | 100.00   |



The Veterans Administration Social Worker was contacted as a job lead source usually by 2 totally blind veterans or 2.35 per cent of those responding. One totally blind veteran or 1.18 per cent sometimes used this source for his job leads. Twenty-two totally blind veterans or 25.88 per cent of the responding veterans never contacted the Veterans Administration Social Worker as a source for job leads. Sixty totally blind veterans or 70.59 per cent did not respond to this section of the question on employment. Table 14 illustrates these figures.

TABLE 14

## USE OF VETERANS ADMINISTRATION SOCIAL WORKER AS JOB SOURCE

| VA Social Worker | Totally Blind Veterans | Per cent |
|------------------|------------------------|----------|
| Usually Used     | 2                      | 2.35     |
| Sometimes Used   | 1                      | 1.18     |
| Never Used       | 22                     | 25.88    |
| No Answer        | 60                     | 70.59    |
| TOTALS           | 85                     | 100.00   |

In regard to the Federal Job Information Center, two responders or 2.35 per cent of the totally blind veterans responding replied that they usually spoke to the veterans adviser. Seven totally blind veterans or 8.24 per cent sometimes talked to this source. Eighteen totally blind veterans or 21.18 per cent never talked to the veterans adviser.





Fifty-eight totally blind veterans or 68.23 per cent did not reply to this section. The reader is referred to Table 15 for this information.

TABLE 15

## USE OF FEDERAL JOB INFORMATION CENTER - VETERANS ADVISER

| FJIC-Veterans Adviser | Totally Blind Veterans | Per cent |
|-----------------------|------------------------|----------|
| Usually Used          | 2                      | 2.35     |
| Sometimes Used        | 7                      | 8.24     |
| Never Used            | 18                     | 21.18    |
| No Answer             | 58                     | 68.23    |
| TOTALS                | 85                     | 100.00   |

When contacting the Federal Job Information Center, 1 veteran or 1.18 per cent of the totally blind responding usually spoke to the handicapped adviser. Six totally blind veterans or 7.06 per cent sometimes contacted this source. Twenty-one totally blind veterans or 24.71 per cent never spoke to the handicapped adviser at the Federal Job Information Center. Fifty-seven totally blind veterans or 67.05 per cent did not respond to this section. Table 16 illustrates these figures graphically.



TABLE 16  
USE OF THE FEDERAL JOB INFORMATION CENTER  
- HANDICAPPED ADVISER

| FJIC-Handicapped Adviser | Totally Blind Veterans | Per cent |
|--------------------------|------------------------|----------|
| Usually Used             | 1                      | 1.18     |
| Sometimes Used           | 6                      | 7.06     |
| Never Used               | 21                     | 24.71    |
| No Answer                | 57                     | 67.05    |
| TOTALS                   | 85                     | 100.00   |

At the State Employment Service, 2 veterans or 2.35 per cent of the totally blind veterans responding usually contacted the veterans adviser. Eight responding totally blind veterans or 9.41 per cent sometimes contacted this source. Nineteen totally blind veterans or 22.36 per cent never contacted the veterans adviser at the State Employment Service for job leads. Fifty-six totally blind veterans or 65.88 per cent did not respond to this section. Two totally blind veterans or 2.35 per cent usually contacted this source. Five totally blind veterans or 5.88 per cent sometimes contacted the handicapped adviser. Twenty-five veterans or 29.41 per cent never contacted the handicapped adviser at the State Employment Service. Fifty-three veterans or 62.36 per cent did not respond to this section. The reader is referred to Tables 17 and 18 for this information in graphic form.



TABLE 17

## USE OF STATE EMPLOYMENT SERVICE - VETERANS ADVISER

| State Employment Service<br>Veterans Adviser | Totally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Usually Used                                 | 2                         | 2.35     |
| Sometimes Used                               | 8                         | 9.41     |
| Never Used                                   | 19                        | 22.36    |
| No Answer                                    | 56                        | 65.88    |
| TOTALS                                       | 85                        | 100.00   |

TABLE 18

USE OF STATE EMPLOYMENT SERVICE  
- HANDICAPPED ADVISER

| State Employment Service<br>Handicapped Adviser | Totally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Used                                    | 2                         | 2.35     |
| Sometimes Used                                  | 5                         | 5.88     |
| Never Used                                      | 25                        | 29.41    |
| No Answer                                       | 53                        | 62.36    |
| TOTALS  | 85                        | 100.00   |

None of the totally blind veterans responding contacted the National Alliance of Businessmen as a source of job leads.

As a source for job leads, employment agencies were usually contacted by 2 veterans or 2.35 per cent of the totally blind responding. These agencies were sometimes contacted by 7 veterans or 8.24 per cent. Sixteen veterans or 18.82 per cent of those responding never contacted employment agencies





for job lead sources. Sixty veterans or 70.59 per cent of the totally blind responding did not reply to this section of the questionnaire. These figures are illustrated in Table 19.

TABLE 19

## USE OF EMPLOYMENT AGENCIES BY TOTALLY BLIND VETERANS

| Employment Agencies | Totally Blind Veterans | Per cent |
|---------------------|------------------------|----------|
| Usually Used        | 2                      | 2.35     |
| Sometimes Used      | 7                      | 8.24     |
| Never Used          | 16                     | 18.82    |
| No Answer           | 60                     | 70.59    |
| TOTALS              | 85                     | 100.00   |

College or high school placement offices were usually contacted by 1 totally blind veteran or 1.18 per cent of those responding. Four veterans or 4.71 per cent of the totally blind responding sometimes used this source. Twenty-one totally blind veterans or 24.70 per cent never used this source for job leads. Fifty-nine totally blind veterans or 69.41 per cent did not respond to this section. Table 20 illustrates these figures graphically.

TABLE 20

USE OF COLLEGE/HIGH SCHOOL PLACEMENT OFFICES  
AS JOB LEAD SOURCES

| Placement Offices | Totally Blind Veterans | Per cent |
|-------------------|------------------------|----------|
| Usually Used      | 1                      | 1.18     |



TABLE 20-Continued

| Placement Offices | Totally Blind Veterans | Per cent |
|-------------------|------------------------|----------|
| Sometimes Used    | 4                      | 4.71     |
| Never Used        | 21                     | 24.70    |
| No Answer         | 59                     | 69.41    |
| TOTALS            | 85                     | 100.00   |

As Table 21 indicates, 4 veterans or 4.71 per cent of the totally blind responders usually contacted the professional or trade associations for job leads. Six totally blind veterans or 7.06 per cent sometimes contacted these associations. Sixteen totally blind veterans or 18.82 per cent never contacted the professional or trade associations for job leads. Fifty-nine totally blind veterans or 69.41 per cent did not respond to this section of the questionnaire.

TABLE 21

USE OF PROFESSIONAL OR TRADE ASSOCIATIONS  
AS JOB LEAD SOURCES

| Professional or Trade Associations | Totally Blind Veterans | Per cent |
|------------------------------------|------------------------|----------|
| Usually Used                       | 4                      | 4.71     |
| Sometimes Used                     | 6                      | 7.06     |
| Never Used                         | 16                     | 18.82    |
| No Answer                          | 59                     | 69.41    |
| TOTALS                             | 85                     | 100.00   |



The State Services for the Blind was usually contacted by 8 veterans or 9.41 per cent of the totally blind responders. Ten totally blind veterans or 11.77 per cent sometimes contacted this source for job leads. Nine totally blind veterans or 10.59 per cent never contacted the State Services for the Blind as a job source lead. Fifty-eight totally blind veterans or 68.23 per cent did not respond to this section. The researcher refers the reader to Table 22 for a more graphic illustration.

TABLE 22

## USE OF STATE SERVICES FOR THE BLIND AS JOB LEAD SOURCE

| State Services<br>For The Blind | Totally Blind<br>Veterans | Per cent |
|---------------------------------|---------------------------|----------|
| Usually Used                    | 8                         | 9.41     |
| Sometimes Used                  | 10                        | 11.77    |
| Never Used                      | 9                         | 10.59    |
| No Answer                       | 58                        | 68.23    |
| TOTALS                          | 85                        | 100.00   |

As Table 23 indicates, 5 veterans or 5.88 per cent of the totally blind responding usually contacted the State Services for Vocational Rehabilitation for a job lead source. These services were sometimes contacted by 7 totally blind veterans or 8.24 per cent of those responding. Thirteen totally blind veterans or 15.29 per cent of those responding never contacted the State Services for Vocational Rehabilitation



for job leads. Sixty totally blind veterans or 70.59 per cent of those responding did not reply to this section.

TABLE 23  
USE OF STATE SERVICES FOR VOCATIONAL REHABILITATION  
AS JOB LEAD SOURCE

| State Services For<br>Vocational Rehabilitation | Totally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Used                                    | 5                         | 5.88     |
| Sometimes Used                                  | 7                         | 8.24     |
| Never Used                                      | 13                        | 15.29    |
| No Answer                                       | 60                        | 70.59    |
| TOTALS  | 85                        | 100.00   |

Agencies for veterans such as the Blinded Veterans Association and the Disabled American Veterans were usually contacted by 4 veterans or 4.71 per cent of the totally blind responders. These agencies were contacted sometimes by 3 totally blind veterans or 3.53 per cent of those responding. Twenty totally blind veterans or 23.53 per cent never contacted agencies for veterans. Fifty-eight totally blind veterans or 68.23 per cent did not respond to this question. Table 24 illustrates these figures in graphic form.

TABLE 24  
USE OF AGENCIES FOR VETERANS AS JOB LEAD SOURCES

| Agencies for Veterans | Totally Blind<br>Veterans | Per cent |
|-----------------------|---------------------------|----------|
| Usually Used          | 4                         | 4.71     |





TABLE 24-Continued

| Agencies for Veterans | Totally Blind Veterans | Per cent |
|-----------------------|------------------------|----------|
| Sometimes Used        | 3                      | 3.53     |
| Never Used            | 20                     | 23.53    |
| No Answer             | 58                     | 68.23    |
| TOTALS                | 85                     | 100.00   |

As Table 25 indicates, 4 veterans or 4.71 per cent of the totally blind responding usually used newspaper classified advertisements, magazines, or books as job lead sources. These were sometimes used by 4 totally blind veterans or 4.71 per cent of those responding. Twenty veterans or 23.53 per cent of the totally blind responders never used these as sources for job leads. Fifty-seven totally blind veterans or 67.05 per cent did not respond to this question.

TABLE 25

USE OF NEWSPAPER CLASSIFIED ADVERTISEMENTS,  
MAGAZINES, AND BOOKS AS JOB LEAD SOURCES

| Newspaper Advertisements,<br>Magazines, and Books | Totally Blind Veterans | Per cent |
|---|------------------------|----------|
| Usually Used                                      | 4                      | 4.71     |
| Sometimes Used                                    | 4                      | 4.71     |
| Never Used  | 20                     | 23.53    |
| No Answer   | 57                     | 67.05    |
| TOTALS  | 85                     | 100.00   |



Three veterans or 3.53 per cent of the totally blind responders were employed by the same employer as before entering the service. Twenty-four totally blind veterans or 28.24 per cent were not. Fifty-eight totally blind veterans or 68.23 per cent did not respond to this question. The reader is referred to Table 26 for a graphic illustration of these figures.

TABLE 26  
DIVISION OF TOTALLY BLIND BY EMPLOYMENT BY  
SAME EMPLOYER AS BEFORE THE SERVICE

| Same Employer     | Totally Blind Veterans | Per cent |
|-------------------|------------------------|----------|
| Same Employer     | 3                      | 3.53     |
| Not Same Employer | 24                     | 28.24    |
| No Answer         | 58                     | 68.23    |
| TOTALS            | 85                     | 100.00   |

Other sources used by the totally blind responders are listed in Appendix II to this paper.

b. Are you presently working?

As Tables 27 and 28 indicate, 13 veterans or 15.29 per cent of those totally blind responding were presently working. Eleven totally blind veterans or 84.61 per cent of those were full-time employees while 2 veterans or 15.39 per cent were part-time workers. Thirty-seven totally blind veterans or 43.53 per cent were not working at the present time.



Thirty-five totally blind veterans or 41.18 per cent did not respond to the question: Are you presently working?

TABLE 27

## DIVISION OF TOTALLY BLIND BY PRESENT EMPLOYMENT-YES OR NO

| Present<br>Employment Status | Totally Blind<br>Veterans | Per cent |
|------------------------------|---------------------------|----------|
| Presently Working            | 13                        | 15.29    |
| Not Presently Working        | 37                        | 43.53    |
| No Answer                    | 35                        | 41.18    |
| TOTALS                       | 85                        | 100.00   |

TABLE 28

DIVISION OF TOTALLY BLIND EMPLOYMENT  
BY FULL-TIME OR PART-TIME

| Employment | Totally Blind<br>Veterans | Per cent |
|------------|---------------------------|----------|
| Full-time  | 11                        | 84.61    |
| Part-time  | 2                         | 15.39    |
| TOTALS     | 13                        | 100.00   |

As Table 29 indicates, 17 veterans or 20 per cent of the totally blind responding were looking for work and unable to find it. Twenty-three totally blind veterans or 27.06 per cent were not looking for work. Forty-five totally blind veterans or 52.94 per cent did not respond to this question.





TABLE 29

DIVISION OF TOTALLY BLIND RESPONDERS  
LOOKING FOR EMPLOYMENT

| Looking for Employment                          | Totally Blind Veterans | Per cent |
|---|------------------------|----------|
| Looking for Employment<br>and Unable to Find It | 17                     | 20.00    |
| Not Looking                                     | 23                     | 27.06    |
| No Answer                                       | 45                     | 52.94    |
| TOTALS  | 85                     | 100.00   |

Ten veterans or 11.77 per cent of the totally blind responders were registered with the Federal Civil Service Commission. Nine totally blind veterans or 90 per cent of this number had applied for the 10-point preference for veterans. One totally blind veteran or 10 per cent of those registered had not applied for the 10-point preference. Thirty-three veterans or 38.82 per cent of the totally blind responding had not registered with the Federal Civil Service Commission. Forty-two totally blind veterans or 49.41 per cent did not respond to this section. The researcher refers the reader to Tables 30 and 31 for graphic illustrations of these figures.

TABLE 30

DIVISION OF TOTALLY BLIND VETERANS BY REGISTRATION  
WITH THE FEDERAL CIVIL SERVICE COMMISSION

| Federal Civil<br>Service Commission | Totally Blind<br>Veterans | Per cent |
|-------------------------------------|---------------------------|----------|
| Registered                          | 10                        | 11.77    |



TABLE 30-Continued

| Federal Civil<br>Service Commission | Totally Blind<br>Veterans | Per cent |
|-------------------------------------|---------------------------|----------|
| Not Registered                      | 33                        | 38.82    |
| No Answer                           | 42                        | 49.41    |
| TOTALS                              | 85                        | 100.00   |

TABLE 31

DIVISION OF REGISTERED TOTALLY BLIND BY APPLICATION  
FOR 10-POINT PREFERENCE

| Application For<br>Preference | Totally Blind<br>Veterans | Per cent |
|-------------------------------|---------------------------|----------|
| Applied for 10-points         | 9                         | 90.00    |
| Did Not Apply                 | 1                         | 10.00    |
| TOTALS                        | 10                        | 100.00   |

Question 9:

As Tables 32 and 33 indicate, ten veterans or 11.77 per cent of the totally blind responders prepared a resume. Four totally blind veterans or 40 per cent of this number did this themselves, while 6 veterans or 60 per cent had some help in the preparation of the resume. Thirty-nine totally blind veterans or 45.88 per cent of those responding had not prepared a resume. Thirty-six totally blind veterans or 42.35 per cent did not respond to this question.



TABLE 32

## DIVISION OF TOTALLY BLIND BY PREPARATION OF RESUME

| Preparation of Resume    | Totally Blind Veterans | Per cent |
|--------------------------|------------------------|----------|
| Did Prepare a Resume     | 10                     | 11.77    |
| Did Not Prepare a Resume | 39                     | 45.88    |
| No Answer                | 36                     | 42.35    |
| TOTALS                   | 85                     | 100.00   |

TABLE 33

## DIVISION OF TOTALLY BLIND RESUMES BY TYPES OF PREPARATION

| Types of Preparation | Totally Blind Veterans | Per cent |
|----------------------|------------------------|----------|
| Self-prepared        | 4                      | 40.00    |
| Prepared by Others   | 6                      | 60.00    |
| TOTALS               | 10                     | 100.00   |

Six veterans or 7.06 per cent of those totally blind responding had some formal training in resume preparation. Thirty-nine totally blind veterans or 45.88 per cent had no formal training in the preparation of resumes. Forty totally blind veterans or 47.06 per cent did not respond to this section of the questionnaire. The reader is referred to Table 34 for a graphic illustration of these figures.



TABLE 34

DIVISION OF TOTALLY BLIND BY FORMAL TRAINING  
IN RESUME PREPARATION

| Formal Training       | Totally Blind Veterans | Per cent |
|-----------------------|------------------------|----------|
| Had Training          | 6                      | 7.06     |
| Did Not Have Training | 39                     | 45.88    |
| No Answer             | 40                     | 47.06    |
| TOTALS                | 85                     | 100.00   |

As Table 35 indicates, 6 veterans or 7.06 per cent of those totally blind responding had used a book or a guide to prepare the resume. Sixteen totally blind veterans or 18.82 per cent had not used any book or guide in the preparation of resumes. Sixty-three totally blind veterans or 74.12 per cent did not respond to this question.

TABLE 35

DIVISION OF TOTALLY BLIND BY USE OF BOOK OR GUIDE  
IN RESUME PREPARATION

| Resume Preparation          | Totally Blind Veterans | Per cent |
|-----------------------------|------------------------|----------|
| Used a Book or Guide        | 6                      | 7.06     |
| Did not use a Book or Guide | 16                     | 18.82    |
| No Answer                   | 63                     | 74.12    |
| TOTALS                      | 85                     | 100.00   |

Ten veterans or 11.77 per cent of the totally blind responding usually mentioned their blindness in the resume.





Four totally blind veterans or 4.71 per cent sometimes mentioned it. Six totally blind veterans or 7.06 per cent never mentioned their blindness in the resume. Sixty-five totally blind veterans or 76.46 per cent did not respond to this question. Table 36 illustrates these figures in graphic form.

TABLE 36

## DIVISION OF TOTALLY BLIND BY MENTION OF BLINDNESS IN RESUME

| Mention of Blindness | Totally Blind Veterans | Per cent |
|----------------------|------------------------|----------|
| Usually Mentioned    | 10                     | 11.77    |
| Sometimes Mentioned  | 4                      | 4.71     |
| Never Mentioned      | 6                      | 7.06     |
| No Answer            | 65                     | 76.46    |
| TOTALS               | 85                     | 100.00   |

When blindness was mentioned in the resume, 11 totally blind veterans or 12.94 per cent usually listed skills such as mobility training, Braille, use of low-vision aids, etc., in the resume as well. There were no checks in the sometimes column. Seven totally blind veterans or 8.24 per cent of those responding replied that they never mentioned any skills. Sixty-seven totally blind veterans or 78.82 per cent did not respond to this question. These figures are shown in more graphic form in Table 37.



TABLE 37

## DIVISION OF TOTALLY BLIND BY MENTION OF SKILLS IN RESUME

| Resume                     | Totally Blind<br>Veterans | Per cent |
|----------------------------|---------------------------|----------|
| Usually Mentioned Skills   | 11                        | 12.94    |
| Sometimes Mentioned Skills | --                        | -----    |
| Never Mentioned Skills     | 7                         | 8.24     |
| No Answer                  | 67                        | 78.82    |
| TOTALS                     | 85                        | 100.00   |

Five veterans or 5.88 per cent of the totally blind responding usually individualized the resume for each job. Two totally blind veterans or 2.36 per cent sometimes individualized the resume for each job. Eight veterans or 9.41 per cent of the totally blind responding never individualized the resume for each job. Seventy veterans or 82.35 per cent of the totally blind responders did not reply to the question. The reader is referred to Table 38 for a graphic presentation of the figures.

TABLE 38

## DIVISION OF TOTALLY BLIND BY INDIVIDUALIZATION OF RESUMES

| Resumes                  | Totally Blind<br>Veterans | Per cent |
|--------------------------|---------------------------|----------|
| Usually Individualized   | 5                         | 5.88     |
| Sometimes Individualized | 2                         | 2.36     |
| Never Individualized     | 8                         | 9.41     |
| No Answer                | 70                        | 82.35    |
| TOTALS                   | 85                        | 100.00   |



The resume was usually accompanied by a letter of introduction in 5 questionnaires or 5.88 per cent of the reporting cases. A letter of introduction sometimes accompanied the resume in 3 questionnaires or 3.53 per cent of the reporting cases. In 6 questionnaires or 7.06 per cent of the reporting cases a letter of introduction never accompanied the resume. Seventy-one veterans or 83.53 per cent of the totally blind reporters did not respond to this question. Table 39 depicts this information in more graphic form.

TABLE 39

DIVISION OF TOTALLY BLIND BY LETTER OF INTRODUCTION  
ACCOMPANYING THE RESUME

| Letter of Introduction | Totally Blind<br>Veterans | Per cent |
|------------------------|---------------------------|----------|
| Usually With Resume    | 5                         | 5.88     |
| Sometimes With Resume  | 3                         | 3.53     |
| Never With Resume      | 6                         | 7.06     |
| No Answer              | 71                        | 83.53    |
| TOTALS                 | 85                        | 100.00   |

The letter of introduction was usually individualized for each resume by 6 veterans or 7.06 per cent of the totally blind responding. One questionnaire or 1.18 per cent of the reporting cases, the letter was sometimes individualized. Seven questionnaires or 8.24 per cent of the reporting cases never individualized the letter of introduction. Seventy-one veterans or 83.52 per cent of the totally blind responding to





the questionnaire did not reply to this question. Table 40 illustrates this information in more graphic form.

TABLE 40

DIVISION OF TOTALLY BLIND BY INDIVIDUALIZATION OF  
LETTER OF INTRODUCTION

| Letter of Introduction   | Totally Blind<br>Veterans | Per cent |
|--------------------------|---------------------------|----------|
| Usually Individualized   | 6                         | 7.06     |
| Sometimes Individualized | 1                         | 1.18     |
| Never Individualized     | 7                         | 8.24     |
| No Answer                | 71                        | 83.52    |
| TOTALS                   | 85                        | 100.00   |

The letter of introduction was usually standard for all employers by 4 veterans or 4.71 per cent of the totally blind responding. Two veterans or 2.35 per cent of the totally blind responding sometimes used a standard letter of introduction. Eight veterans or 9.41 per cent of those responding never used a standard letter of introduction. Seventy-one veterans or 83.53 per cent of the totally blind responding did not reply to this question. The researcher refers the reader to Table 41 for a graphic illustration of this information.

TABLE 41

DIVISION OF TOTALLY BLIND BY USE OF STANDARD  
LETTER OF INTRODUCTION

| Letter of Introduction | Totally Blind<br>Veterans | Per cent |
|------------------------|---------------------------|----------|
| Usually Standard       | 4                         | 4.71     |



TABLE 41-Continued

| Letter of Introduction | Totally Blind Veterans | Per cent |
|------------------------|------------------------|----------|
| Sometimes Standard     | 2                      | 2.35     |
| Never Standard         | 8                      | 9.41     |
| No Answer              | 71                     | 83.53    |
| TOTALS                 | 85                     | 100.00   |

As Table 42 indicates, none of the totally blind veterans reporting used inspection by a low-vision aid to insure correctness in their resumes. Ten totally blind veterans or 11.77 per cent used inspection by a reliable person. Six totally blind veterans or 7.06 per cent used feedback from other sources as a check on the correctness of the resume. Two veterans or 2.35 per cent used no inspection in their resume preparation. Sixty-seven totally blind veterans or 78.82 per cent did not respond to this question.

TABLE 42

## DIVISION OF TOTALLY BLIND BY MEANS OF INSPECTION OF RESUME

| Inspection Methods                      | Totally Blind Veterans | Per cent |
|---|------------------------|----------|
| Use of Low-vision Aid                   | --                     | -----    |
| Use of Inspection by<br>Reliable Person | 10                     | 11.77    |
| Feedback                                | 6                      | 7.06     |
| No Inspection                           | 2                      | 2.35     |



TABLE 42-Continued

| Inspection Methods | Totally Blind Veterans | Per cent |
|--------------------|------------------------|----------|
| No Answer          | 67                     | 78.82    |
| TOTALS             | 85                     | 100.00   |

As Table 43 indicates, 10 veterans or 11.77 per cent of the totally blind responding to this study reported that they presented between 1-10 resumes before each interview. None presented more than 10. Thus, 75 veterans or 88.23 per cent of the totally blind responding to this study did not reply to this question.

TABLE 43

## DIVISION OF TOTALLY BLIND BY NUMBER OF RESUMES PRESENTED

| Range of Resumes        | Totally Blind Veterans | Per cent |
|-------------------------|------------------------|----------|
| 1-10 Resumes Presented  | 10                     | 11.77    |
| 11-20 Resumes Presented | --                     | -----    |
| 20+ Resumes Presented   | --                     | -----    |
| No Answer               | 75                     | 88.23    |
| TOTALS                  | 85                     | 100.00   |

Follow-up procedures used by the totally blind veterans reporting included:

A letter was usually used by 1 veteran or 1.18 per cent of the totally blind responding. This method was used



sometimes by 1 veteran or 1.18 per cent of the totally blind responding. A letter as a follow-up method was never used by 1 veteran or 1.18 per cent of the totally blind responding.

A phone call was used by 11 veterans or 12.94 per cent of the totally blind reporting.

A personal visit was usually used by 4 veterans or 4.71 per cent of the cases, sometimes used by 1 veteran or 1.18 per cent of the cases, and never used by 2 veterans or 2.35 per cent of the cases reported by the totally blind veterans.

Two veterans or 2.35 per cent of the totally blind reporting used none of the follow-up procedures mentioned above. Sixty-two totally blind veterans or 72.93 per cent did not respond. Table 44 depicts this in graphic form.

The other procedures used by the totally blind veterans are mentioned in Appendix II of this paper.

TABLE 44

## DIVISION OF TOTALLY BLIND BY MEANS OF FOLLOW-UP PROCEDURES

| Follow-up Procedures        | Totally Blind<br>Veterans | Per cent |
|-----------------------------|---------------------------|----------|
| Letter Usually Used         | 1                         | 1.18     |
| Letter Sometimes Used       | 1                         | 1.18     |
| Letter Never Used           | 1                         | 1.18     |
| Phone Call Usually Used     | 11                        | 12.94    |
| Phone Call Sometimes Used   | --                        | ----     |
| Phone Call Never Used       | --                        | ----     |
| Personal Visit Usually Used | 4                         | 4.71     |





TABLE 44-Continued

| Follow-up Procedures          | Totally Blind Veterans | Per cent |
|-------------------------------|------------------------|----------|
| Personal Visit Sometimes Used | 1                      | 1.18     |
| Personal Visit Never Used     | 2                      | 2.35     |
| No Follow-up Procedures Used  | 2                      | 2.35     |
| No Answer                     | 62                     | 72.93    |
| TOTALS                        | 85                     | 100.00   |

Question 10:

As Table 45 indicates, 17 veterans or 20 per cent of the totally blind responding were usually able to find out preliminary information on the company. Three veterans or 3.53 per cent of those totally blind responding sometimes were able to find out this information. Four veterans or 4.71 per cent of the totally blind responding were never able to find out some preliminary information on the company. Sixty-one veterans or 71.76 per cent of the totally blind responders did not reply to this question.

TABLE 45

DIVISION OF TOTALLY BLIND IN REGARD TO DISCOVERY OF  
PRELIMINARY INFORMATION ON COMPANY

| Information on Company                 | Totally Blind Veterans | Per cent |
|--|------------------------|----------|
| Usually Able to Discover Information   | 17                     | 20.00    |
| Sometimes Able to Discover Information | 3                      | 3.53     |



TABLE 45-Continued

| Information on Company             | Totally Blind Veterans | Per cent |
|------------------------------------|------------------------|----------|
| Never Able to Discover Information | 4                      | 4.71     |
| No Answer                          | 61                     | 71.76    |
| TOTALS                             | 85                     | 100.00   |

In 15 questionnaires or 17.65 per cent of the reported cases, the totally blind veteran was usually accompanied to the interview by a sighted guide. One veteran or 1.18 per cent of the totally blind was sometimes accompanied by a sighted guide. Ten veterans or 11.77 per cent of the totally blind responders were never accompanied to the interview situation by a sighted guide. Fifty-nine totally blind veterans or 69.40 per cent did not reply to this question. Table 46 illustrates this information more graphically.

TABLE 46

DIVISION OF TOTALLY BLIND IN REGARD TO ACCOMPANIMENT  
BY A SIGHTED GUIDE

| Sighted Guide         | Totally Blind Veterans | Per cent |
|-----------------------|------------------------|----------|
| Usually Accompanied   | 15                     | 17.65    |
| Sometimes Accompanied | 1                      | 1.18     |
| Never Accompanied     | 10                     | 11.77    |
| No Answer             | 59                     | 69.40    |
| TOTALS                | 85                     | 100.00   |



As Table 47 indicates, 20 veterans or 23.53 per cent of the totally blind responding usually used a white cane or guide dog to reach the interview. Two veterans or 2.36 per cent of the totally blind responding sometimes used a white cane or guide dog to reach the interview. Four totally blind veterans or 4.71 per cent never used a white cane or guide dog. Fifty-nine veterans or 69.40 per cent of the totally blind responders did not reply to this question.

TABLE 47

## DIVISION OF TOTALLY BLIND BY USE OF WHITE CANE OR GUIDE DOG

| Method of Travel<br>To Interview | Totally Blind<br>Veterans | Per cent |
|----------------------------------|---------------------------|----------|
| Usually Used Cane or Dog         | 20                        | 23.53    |
| Sometimes Used Cane or Dog       | 2                         | 2.36     |
| Never Used Cane or Dog           | 4                         | 4.71     |
| No Answer                        | 59                        | 69.40    |
| TOTALS                           | 85                        | 100.00   |

As Table 48 indicates, 4 veterans or 4.71 per cent of the totally blind responding usually traveled to the interview without assistance. Two veterans or 2.36 per cent sometimes traveled to the interview without assistance. Twenty veterans or 23.53 per cent of the totally blind responding never traveled to the interview without assistance. Fifty-nine veterans or 69.40 per cent of the totally blind responding to the study did not reply to this question on the interview situation.



TABLE 48

DIVISION OF TOTALLY BLIND IN REGARD TO  
TRAVEL WITHOUT ASSISTANCE

| Method of Travel<br>To Interview         | Totally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Usually Traveled Without<br>Assistance   | 4                         | 4.71     |
| Sometimes Traveled Without<br>Assistance | 2                         | 2.36     |
| Never Traveled Without<br>Assistance     | 20                        | 23.53    |
| No Answer                                | 59                        | 69.40    |
| TOTALS                                   | 85                        | 100.00   |

Thirteen veterans or 15.29 per cent of the totally blind responding reported that they usually discussed their blindness in the interview. Six veterans or 7.06 per cent of the totally blind responding sometimes discussed their blindness in the interview situation. Nineteen veterans or 22.35 per cent of the totally blind responding never discussed their blindness in the interview situation. Forty-seven veterans or 55.30 per cent of the totally blind who responded to the questionnaire did not reply to this question. Table 49 illustrates this information in graphic form.

TABLE 49

DIVISION OF TOTALLY BLIND BY MENTION OF BLINDNESS IN INTERVIEW

| Interview                   | Totally Blind<br>Veterans | Per cent |
|-----------------------------|---------------------------|----------|
| Blindness Usually Mentioned | 13                        | 15.29    |





TABLE 49-Continued

| Interview                     | Totally Blind Veterans | Per cent |
|-------------------------------|------------------------|----------|
| Blindness Sometimes Mentioned | 6                      | 7.06     |
| Blindness Never Mentioned     | 19                     | 22.35    |
| No Answer                     | 47                     | 55.30    |
| TOTALS                        | 85                     | 100.00   |

As Table 50 indicates, 14 veterans or 16.47 per cent of the totally blind responding usually discussed any job modifications or assistance required for the position because of their blindness. Four veterans or 4.71 per cent of the totally blind responding sometimes discussed these modifications. Nineteen veterans or 22.35 per cent never discussed job modifications or assistance required for the position. Forty-eight veterans or 56.47 per cent of the totally blind responding to the study did not reply to this question.

TABLE 50

DIVISION OF TOTALLY BLIND BY DISCUSSION OF JOB MODIFICATIONS  
REQUIRED IN THE INTERVIEW

| Interview                             | Totally Blind Veterans | Per cent |
|---------------------------------------|------------------------|----------|
| Job Modifications Usually Discussed   | 14                     | 16.47    |
| Job Modifications Sometimes Discussed | 4                      | 4.71     |
| Job Modifications Never Discussed     | 19                     | 22.35    |



TABLE 50-Continued

| Interview | Totally Blind Veterans | Per cent |
|-----------|------------------------|----------|
| No Answer | 48                     | 56.47    |
| TOTALS    | 85                     | 100.00   |

Fourteen veterans or 16.47 per cent of the totally blind who responded to the questionnaire replied that they usually discussed obstacles the employer felt they would be faced with in the position. Four veterans or 4.71 per cent sometimes discussed these obstacles. Seven veterans or 8.24 per cent of the totally blind responding never discussed obstacles in the employer's mind. Sixty veterans or 70.58 per cent of those totally blind responding did not reply to this question. The reader is referred to Table 51 for a more graphic illustration of this information.

TABLE 51

DIVISION OF TOTALLY BLIND BY DISCUSSION OF OBSTACLES  
ON EMPLOYER'S MIND

| Interview                     | Totally Blind Veterans | Per cent |
|-------------------------------|------------------------|----------|
| Obstacles Usually Discussed   | 14                     | 16.47    |
| Obstacles Sometimes Discussed | 4                      | 4.71     |
| Obstacles Never Discussed     | 7                      | 8.24     |
| No Answer                     | 60                     | 70.58    |
| TOTALS                        | 85                     | 100.00   |



As Table 52 indicates, 21 veterans or 24.71 per cent of the totally blind who responded to the questionnaire asked for the position in the interview. Four veterans or 4.71 per cent of those totally blind responding did not ask for the position in the interview. Sixty veterans or 70.58 per cent did not reply to this question.

TABLE 52

DIVISION OF TOTALLY BLIND IN REGARD TO ASKING FOR POSITION  
IN THE INTERVIEW

| Interview                    | Totally Blind<br>Veterans | Per cent |
|------------------------------|---------------------------|----------|
| Asked for the Position       | 21                        | 24.71    |
| Did Not Ask for the Position | 4                         | 4.71     |
| No Answer                    | 60                        | 70.58    |
| TOTALS                       | 85                        | 100.00   |

Two veterans or 2.35 per cent of the responding totally blind sometimes used a letter as a follow-up procedure to the interview. Four veterans or 4.71 per cent of the totally blind responding never used a letter as a follow-up procedure.

Ten veterans or 11.77 per cent of the totally blind responding usually used phone calls as follow-up procedures. Four veterans or 4.71 per cent of the totally blind responding never used a phone call as a follow-up procedure.

Seven veterans or 8.23 per cent of the totally blind who responded to the questionnaire usually used a personal



visit as a follow-up procedure to the interview. Three totally blind veterans or 3.53 per cent never used a personal visit as a follow-up procedure.

Six veterans or 7.06 per cent of the totally blind responding used none of the above follow-up procedures. Six veterans or 7.06 per cent of the totally blind who responded used other follow-up procedures which are listed in Appendix II of the paper. Forty-three or 50.58 per cent of those totally blind veterans who responded to the questionnaire did not reply to this section. Table 53 depicts this information in a more graphic form.

TABLE 53

DIVISION OF TOTALLY BLIND BY METHOD OF FOLLOW-UP PROCEDURES  
TO THE INTERVIEW

| Follow-up Procedures              | Totally Blind<br>Veterans | Per cent |
|-----------------------------------|---------------------------|----------|
| Letter Usually Used               | --                        | -----    |
| Letter Sometimes Used             | 2                         | 2.35     |
| Letter Never Used                 | 4                         | 4.71     |
| Phone Call Usually Used           | 10                        | 11.77    |
| Phone Call Sometimes Used         | --                        | -----    |
| Phone Call Never Used             | 4                         | 4.71     |
| Personal Visit Usually Used       | 7                         | 8.23     |
| Personal Visit Sometimes Used     | --                        | -----    |
| Personal Visit Never Used         | 3                         | 3.53     |
| None of the Above Procedures Used | 6                         | 7.06     |
| Procedures Other than Above Used  | 6                         | 7.06     |
| No Answer                         | 43                        | 50.58    |
| TOTALS                            | 85                        | 100.00   |





Of the 85 totally blind veterans who responded to the questionnaire, 6 veterans or 7.06 per cent had some formalized course in the interview situation. Twenty veterans or 23.53 per cent of the totally blind responding had no course in the interview situation. Fifty-nine veterans or 69.41 per cent of the responding totally blind did not reply to this question. Table 54 illustrates this information in graphic form.

TABLE 54

## DIVISION OF TOTALLY BLIND BY FORMALIZED COURSE IN INTERVIEW

| Interview                | Totally Blind<br>Veterans | Per cent |
|--------------------------|---------------------------|----------|
| Had Formalized Course    | 6                         | 7.06     |
| Had No Formalized Course | 20                        | 23.53    |
| No Answer                | 59                        | 69.41    |
| TOTALS                   | 85                        | 100.00   |

As Table 55 indicates, 5 veterans or 5.88 per cent of the totally blind responding to the questionnaire had read books or articles on the interview situation. Twenty-two veterans or 25.88 per cent of the totally blind responding had not. Fifty-eight veterans or 68.24 per cent of the totally blind responding did not answer this question.



TABLE 55

DIVISION OF TOTALLY BLIND BY READING OF BOOKS OR ARTICLES ON  
INTERVIEW SITUATION

| Interview                      | Totally Blind<br>Veterans | Per cent |
|--------------------------------|---------------------------|----------|
| Had Read Books or Articles     | 5                         | 5.88     |
| Had Not Read Books or Articles | 22                        | 25.88    |
| No Answer                      | 58                        | 68.24    |
| TOTALS                         | 85                        | 100.00   |

Twenty-two veterans or 25.88 per cent of the totally blind who responded to the questionnaire were prepared to answer questions such as: Why do you want to work? What do you know about our company? What do you do best? What do you like to do least? Four veterans or 4.71 per cent of the totally blind responding were not prepared to answer such questions. Fifty-nine veterans or 69.41 per cent did not respond to this question. Table 56 illustrates these figures in more graphic form.

TABLE 56

DIVISION OF TOTALLY BLIND BY PREPARATION TO ANSWER QUESTIONS  
IN THE INTERVIEW

| Interview                                | Totally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Were Prepared to<br>Answer Questions     | 22                        | 25.88    |
| Were Not Prepared to<br>Answer Questions | 4                         | 4.71     |
| No Answer                                | 59                        | 69.41    |
| TOTALS                                   | 85                        | 100.00   |



# Tabulation of the Legally Blind Questionnaires

## Questions 1-2:

Of the 203 responding veterans, 118 classified themselves as legally blind. There were 67 legally blind veterans or 56.78 per cent in the 18-30 age bracket, 31 legally blind veterans or 26.27 per cent in the 31-44 age bracket, and 20 legally blind veterans or 16.95 per cent in the 45 and over age bracket. Table 57 illustrates the division of the legally blind veterans by age group in graphic form.

TABLE 57  
DIVISION OF LEGALLY BLIND BY AGE

| Age       | Legally<br>Blind | Per cent |
|-----------|------------------|----------|
| 18 - 30   | 67               | 56.78    |
| 31 - 44   | 31               | 26.27    |
| 45 - over | 20               | 16.95    |
| TOTALS    | 118              | 100.00   |

## Question 3:

Of those legally blind responding to the questions on education, 63 veterans or 53.39 per cent had completed high school, 21 veterans or 17.80 per cent had completed a two-year college program, 15 veterans or 12.71 per cent had completed a trade or vocational school after high school, and 19 veterans or 16.10 per cent had completed a four-year college program or higher. Table 58 illustrates these figures.



TABLE 58

## DIVISION OF LEGALLY BLIND BY COMPLETED LEVEL OF EDUCATION

| Level of Education                              | Legally<br>Blind | Per cent |
|---|------------------|----------|
| High School                                     | 63               | 53.39    |
| Two-year College                                | 21               | 17.80    |
| Trade or Vocational School<br>after High School | 15               | 12.71    |
| Four-year College or Higher                     | 19               | 16.10    |
| TOTALS  | 118              | 100.00   |

Of the 118 legally blind responding, 35 veterans or 29.66 per cent were attending some educational institution at that time. Eighty-one veterans or 68.64 per cent of the legally blind responding were not. Two veterans or 1.70 per cent did not respond to this question. Of the 35 legally blind responders who were attending some educational institution, 28 veterans or 80.00 per cent were full-time students and 5 veterans or 14.29 per cent were part-time students. Two veterans or 5.71 per cent did not reply to this question. The researcher refers the reader to Tables 59 and 60.

TABLE 59

## DIVISION OF LEGALLY BLIND IN REGARD TO CONTINUING EDUCATION

| Continuing Education                  | Legally Blind<br>Veterans | Per cent |
|---------------------------------------|---------------------------|----------|
| Attending Educational Institution     | 35                        | 29.66    |
| Not Attending Educational Institution | 81                        | 68.64    |





TABLE 59-Continued

| Continuing Education | Legally Blind<br>Veterans | Per cent |
|----------------------|---------------------------|----------|
| No Answer            | 2                         | 1.70     |
| TOTALS               | 118                       | 100.00   |

TABLE 60

DIVISION OF LEGALLY BLIND ATTENDING SOME EDUCATIONAL  
INSTITUTION BY PART-TIME OR FULL-TIME ATTENDANCE

| Attendance At<br>Educational Institutions | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Full-time Students                        | 28                        | 80.00    |
| Part-time Students                        | 5                         | 14.29    |
| No Answer                                 | 2                         | 5.71     |
| TOTALS                                    | 35                        | 100.00   |

Of the 35 legally blind who responded that they were attending some educational institution at present, 4 veterans or 11.43 per cent were attending a trade or vocational school, 7 veterans or 20.00 per cent were attending a two-year college program, and 24 veterans or 68.57 per cent were attending a four-year college program or higher. The reader is referred to Table 61 for this information in graphic illustration.



TABLE 61

DIVISION OF LEGALLY BLIND VETERANS ATTENDING AN EDUCATIONAL  
INSTITUTION BY LEVEL OF EDUCATION

| Attending<br>Educational Institutions | Legally Blind<br>Veterans | Per cent |
|---------------------------------------|---------------------------|----------|
| High School                           | --                        | -----    |
| Trade or Vocational School            | 4                         | 11.43    |
| Two-year College                      | 7                         | 20.00    |
| Four-year College                     | 24                        | 68.57    |
| TOTALS                                | 35                        | 100.00   |

Question 4:

As Table 62 indicates, 47 veterans or 39.84 per cent of the legally blind who responded to the questionnaire had attended one of the VA Blind Rehabilitation Centers. Sixty-nine veterans or 58.47 per cent of the legally blind responding had not attended one of these centers. Two veterans or 1.69 per cent did not respond to this question. The average stay at a center was 16 weeks. The stays ranged from 1 day to 6 months.

TABLE 62

DIVISION OF LEGALLY BLIND IN REGARD TO  
ATTENDANCE AT VA REHABILITATION CENTERS

| VA Rehabilitation Centers | Legally Blind<br>Veterans | Per cent |
|---------------------------|---------------------------|----------|
| Attending a Center        | 47                        | 39.84    |
| Did Not Attend a Center   | 69                        | 58.47    |



TABLE 62-Continued

| VA Rehabilitation Centers | Legally Blind Veterans | Per cent |
|---------------------------|------------------------|----------|
| No Answer                 | 2                      | 1.69     |
| TOTALS                    | 118                    | 100.00   |

Question 5:

As Table 63 indicates, 3 veterans or 2.54 per cent of the legally blind who responded to this study had attended one of the state or private schools for the blind. One hundred fifteen veterans or 97.46 per cent of the legally blind responding had not attended one of these institutions. The average stay at a state or private school for the blind was 1 week.

TABLE 63

DIVISION OF LEGALLY BLIND BY ATTENDANCE AT A  
STATE OR PRIVATE SCHOOL

| Attendance At<br>State or Private School | Legally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Attended a School                        | 3                         | 2.54     |
| Did Not Attend a School                  | 115                       | 97.46    |
| TOTALS                                   | 118                       | 100.00   |

Question 6:

Sixty-five veterans or 55.09 per cent of the legally blind responding were receiving Social Security Disability Insurance. Forty-seven veterans or 39.83 per cent were not



receiving this insurance. Six veterans or 5.08 per cent of the legally blind responding did not reply to this question. Table 64 illustrates these figures in more graphic form.

TABLE 64

DIVISION OF LEGALLY BLIND IN REGARD TO SOCIAL SECURITY  
DISABILITY INSURANCE

| Social Security<br>Disability Insurance | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Receiving Insurance                     | 65                        | 55.09    |
| Not Receiving Insurance                 | 47                        | 39.83    |
| No Answer                               | 6                         | 5.08     |
| TOTALS                                  | 118                       | 100.00   |

As Table 65 indicates, five veterans or 7.69 per cent of those legally blind receiving insurance from the Social Security Administration replied that they would absolutely be deterred from accepting a job because of the loss of insurance. Thirty veterans or 46.15 per cent replied that the loss of this insurance would absolutely not deter them from accepting a job. Twenty veterans or 30.77 per cent of the legally blind responding replied that the loss of this insurance would deter them from accepting a job only if the salary was substantially less than the amount of the insurance. Nine veterans or 13.85 per cent replied that the loss of this insurance would deter them from accepting a job only if the salary was substantially more than the amount of the insurance they are presently receiving.





One veteran or 1.54 per cent of the legally blind responding did not reply to this question.

TABLE 65  
ACCEPTANCE OF EMPLOYMENT VERSUS LOSS OF  
SOCIAL SECURITY INSURANCE

| Acceptances of Employment                               | Legally Blind Veterans | Per cent |
|---|------------------------|----------|
| Absolutely Yes  | 5                      | 7.69     |
| Absolutely No   | 30                     | 46.15    |
| Only if Salary was Substantially<br>Less than Insurance | 20                     | 30.77    |
| Only if Salary was Substantially<br>More than Insurance | 9                      | 13.85    |
| No Answer   | 1                      | 1.54     |
| TOTALS  | 65                     | 100.00   |

Question 7:

Twenty-four veterans or 11.02 per cent of the legally blind responding were receiving VA Individual Unemployability Compensation. Twenty-four veterans or 11.02 per cent were not receiving this compensation. Seventy veterans or 77.96 per cent of the legally blind responding did not reply to this question. Table 66 illustrates this information in more graphic form.



TABLE 66

DIVISION OF LEGALLY BLIND IN REGARD TO  
VA INDIVIDUAL UNEMPLOYABILITY

| VA Individual Unemployability | Legally Blind<br>Veterans | Per cent |
|-------------------------------|---------------------------|----------|
| Receiving Compensation        | 24                        | 11.02    |
| Not Receiving Compensation    | 24                        | 11.02    |
| No Answer                     | 70                        | 77.96    |
| TOTALS                        | 118                       | 100.00   |

Two veterans or 8.33 per cent of those legally blind receiving this form of compensation replied that they would absolutely be deterred from accepting a job by the loss of this compensation. Twelve veterans or 50 per cent replied that the loss of this absolutely would not deter them from accepting a job. Seven veterans or 29.17 per cent of the legally blind responding replied that the loss of this compensation would deter them from accepting a job only if the salary was substantially less than the compensation. Three veterans or 12.50 per cent replied that the loss of this compensation would deter them from accepting a job only if the salary was substantially more than the compensation. The reader is referred to Table 67.



TABLE 67

ACCEPTANCE OF EMPLOYMENT VERSUS LOSS OF  
VA INDIVIDUAL UNEMPLOYABILITY

| Acceptance of Employment                                   | Legally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Absolutely Yes   | 2                         | 8.33     |
| Absolutely No  | 12                        | 50.00    |
| Only if Salary was Substantially<br>Less than Compensation | 7                         | 29.17    |
| Only if Salary was Substantially<br>More than Compensation | 3                         | 12.50    |
| TOTALS   | 24                        | 100.00   |

Question 8:

Question 8 refers to the employment of the blind veterans. There are a number of subdivisions to this question. Each will be identified and discussed separately.

## a. Where did you find your job leads?

Five veterans or 4.24 per cent of the legally blind responding usually found their job leads at the Vocational Rehabilitation Section of the Veterans Administration. Twelve veterans or 10.17 per cent sometimes used this source for job leads. Twenty-five veterans or 41.19 per cent of the legally blind responding never used the Veterans Administration Vocational Rehabilitation Section for job leads. Seventy-six veterans or 44.40 per cent of the legally blind responding did not reply to this section of the question on employment. Table 68 illustrates these figures in more graphic form.



TABLE 68

USE OF VOCATIONAL REHABILITATION SECTION OF VETERANS  
ADMINISTRATION BY LEGALLY BLIND VETERANS

| VA Vocational<br>Rehabilitation Section | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Used                            | 5                         | 4.24     |
| Sometimes Used                          | 12                        | 10.17    |
| Never Used                              | 25                        | 41.19    |
| No Answer                               | 76                        | 44.40    |
| TOTALS                                  | 118                       | 100.00   |

The Veterans Administration social worker was contacted as a job lead source usually by 2 veterans or 1.70 per cent of the legally blind who responded. Ten veterans or 8.47 per cent sometimes used this source for their job leads. Twenty-seven veterans or 22.88 per cent of the legally blind responding never used the Veterans Administration social worker as a job leads source. Seventy-nine veterans or 66.95 per cent of the legally blind responding to the questionnaire did not reply to this section. The researcher refers the reader to Table 69 for this information.

TABLE 69

USE OF VETERANS ADMINISTRATION SOCIAL WORKER AS JOB SOURCE

| VA Social Worker | Legally Blind<br>Veterans | Per cent |
|------------------|---------------------------|----------|
| Usually Used     | 2                         | 1.70     |
| Sometimes Used   | 10                        | 8.47     |





TABLE 69-Continued

| VA Social Worker | Legally Blind Veterans | Per cent |
|------------------|------------------------|----------|
| Never Used       | 27                     | 22.88    |
| No Answer        | 79                     | 66.95    |
| TOTALS           | 118                    | 100.00   |

In regard to the Federal Job Information Center, 10 legally blind veterans or 8.47 per cent usually contacted the veterans' adviser. Sixteen veterans or 13.56 per cent of the legally blind responding sometimes contacted the veterans' adviser at the Federal Job Information Center for job leads. Twenty-seven veterans or 24.07 per cent never used this source. Sixty-five veterans or 53.90 per cent of the legally blind who responded to the questionnaire did not reply to this question. Table 70 illustrates this information.

TABLE 70

## USE OF FEDERAL JOB INFORMATION CENTER - VETERANS ADVISER

| FJIC-Veterans Adviser | Legally Blind Veterans | Per cent |
|-----------------------|------------------------|----------|
| Usually Used          | 10                     | 8.47     |
| Sometimes Used        | 16                     | 13.56    |
| Never Used            | 27                     | 24.07    |
| No Answer             | 65                     | 53.90    |
| TOTALS                | 118                    | 100.00   |



When contacting the Federal Job Information Center, 7 veterans or 5.93 per cent of the legally blind who responded to the questionnaire usually spoke to the handicapped adviser. Thirteen veterans or 11.02 per cent sometimes spoke to this source. Thirty-three veterans or 27.97 per cent of those legally blind responding never contacted the handicapped adviser at the Federal Job Information Center for job leads. Sixty-five veterans or 55.08 per cent of the legally blind responders did not reply to this section of the question on employment. The reader is referred to Table 71.

TABLE 71

## USE OF FEDERAL JOB INFORMATION CENTER - HANDICAPPED ADVISER

| FJIC-Handicapped Adviser | Legally Blind Veterans | Per cent |
|--------------------------|------------------------|----------|
| Usually Used             | 7                      | 5.93     |
| Sometimes Used           | 13                     | 11.02    |
| Never Used               | 33                     | 27.97    |
| No Answer                | 65                     | 55.08    |
| TOTALS                   | 118                    | 100.00   |

At the State Employment Service, 14 veterans or 11.85 per cent of the legally blind who responded to the questionnaire usually contacted the veterans adviser. Fifteen veterans or 12.75 per cent sometimes contacted this source. Twenty-eight veterans or 24.07 per cent of the legally blind responding never contacted the veterans adviser at the State Employment



Service. Sixty-one or 51.33 per cent did not respond to this question. Table 72 illustrates these figures in more graphic form.

TABLE 72

## USE OF STATE EMPLOYMENT SERVICE - VETERANS ADVISER

| State Employment Service<br>Veterans Adviser | Legally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Usually Used                                 | 14                        | 11.85    |
| Sometimes Used                               | 15                        | 12.75    |
| Never Used                                   | 28                        | 24.07    |
| No Answer                                    | 61                        | 51.33    |
| TOTALS                                       | 118                       | 100.00   |

Of the 118 legally blind responders, 6 veterans or 5.08 per cent usually contacted the handicapped adviser at the State Employment Service for job leads. Nine veterans or 7.63 per cent sometimes used this source. Thirty-eight veterans or 32.24 per cent of the legally blind responders never contacted the handicapped adviser at the State Employment Service for job leads. Sixty-five veterans or 55.05 per cent did not respond to this section on the question of employment. The reader is referred to Table 73 for this information.



TABLE 73

## USE OF STATE EMPLOYMENT SERVICE - HANDICAPPED ADVISER

| State Employment Service<br>Handicapped Adviser | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Used                                    | 6                         | 5.08     |
| Sometimes Used                                  | 9                         | 7.63     |
| Never Used                                      | 38                        | 32.24    |
| No Answer                                       | 65                        | 55.05    |
| TOTALS  | 118                       | 100.00   |

None of the legally blind veterans who responded to the questionnaire usually used the National Alliance of Businessmen as a job leads source. One veteran or .85 per cent of the legally blind responding sometimes used this source. Fifty veterans or 42.41 per cent never used this source for job leads. Sixty-seven veterans or 56.74 per cent of the legally blind responding did not reply to this question. The researcher refers the reader to Table 74 for this information.

TABLE 74

USE OF THE NATIONAL ALLIANCE OF BUSINESSMEN  
BY LEGALLY BLIND VETERANS

| National Alliance Of<br>Businessmen | Legally Blind<br>Veterans | Per cent |
|-------------------------------------|---------------------------|----------|
| Usually Used                        | --                        | ----     |
| Sometimes Used                      | 1                         | .85      |
| Never Used                          | 50                        | 42.41    |
| No Answer                           | 67                        | 56.74    |
| TOTALS                              | 118                       | 100.00   |





As a source for job leads, employment agencies were usually contacted by 7 veterans or 5.93 per cent of the legally blind responding to this questionnaire. Twenty-three veterans or 19.48 per cent sometimes used these agencies to obtain job leads. Twenty-nine veterans or 23.22 per cent of the legally blind responding never used employment agencies as job lead sources. Fifty-nine veterans or 51.37 per cent did not respond to this section. Table 75 depicts these figures in graphic form.

TABLE 75  
USE OF EMPLOYMENT AGENCIES BY LEGALLY BLIND VETERANS

| Employment Agencies | Legally Blind Veterans | Per cent |
|---------------------|------------------------|----------|
| Usually Used        | 7                      | 5.93     |
| Sometimes Used      | 23                     | 19.48    |
| Never Used          | 29                     | 23.22    |
| No Answer           | 59                     | 51.37    |
| TOTALS              | 118                    | 100.00   |

As Table 76 indicates, college and high school placement offices were usually contacted by 5 veterans or 4.24 per cent of the legally blind who responded to this questionnaire. Six veterans or 5.09 per cent sometimes used these offices as job source leads. Forty-three veterans or 36.44 per cent of the legally blind veterans responding never used college or high school placement offices as sources for job leads. Sixty



four veterans or 54.23 per cent of the legally blind who responded to the questionnaire did not reply.

TABLE 76  
USE OF COLLEGE/HIGH SCHOOL PLACEMENT OFFICES  
AS JOB LEAD SOURCES

| Placement Offices | Legally Blind<br>Veterans | Per cent |
|-------------------|---------------------------|----------|
| Usually Used      | 5                         | 4.24     |
| Sometimes Used    | 6                         | 5.09     |
| Never Used        | 43                        | 36.44    |
| No Answer         | 64                        | 54.23    |
| TOTALS            | 118                       | 100.00   |

Five veterans or 4.24 per cent of the legally blind responding usually contacted the professional or trade associations for job leads. Six veterans or 5.09 per cent sometimes contacted these associations. Forty-two veterans or 35.59 per cent of the legally blind responding never contacted a professional or trade association for a job lead. Sixty-five veterans or 55.08 per cent of the legally blind veterans who responded to this study did not answer this section. The researcher refers the reader to Table 77 for this information in more graphic form.



TABLE 77

## USE OF PROFESSIONAL OR TRADE ASSOCIATIONS AS JOB LEAD SOURCES

| Professional Or<br>Trade Associations | Legally Blind<br>Veterans | Per cent |
|---------------------------------------|---------------------------|----------|
| Usually Used                          | 5                         | 4.24     |
| Sometimes Used                        | 6                         | 5.09     |
| Never Used                            | 42                        | 35.59    |
| No Answer                             | 65                        | 55.08    |
| TOTALS                                | 118                       | 100.00   |

The State Services for the Blind were usually contacted by 2 veterans or 1.70 per cent of the legally blind responding. Fourteen veterans or 11.86 per cent sometimes contacted this source for job leads. Thirty-seven veterans or 31.36 per cent of the legally blind who responded to this study never contacted the State Services for the Blind in connection with job lead sources. Sixty-five veterans or 55.08 per cent of the reporting legally blind did not reply to this question. Table 78 depicts these figures in more graphic form.

TABLE 78

## USE OF STATE SERVICES FOR THE BLIND AS JOB LEAD SOURCE

| State Services For<br>The Blind | Legally Blind<br>Veterans | Per cent |
|---------------------------------|---------------------------|----------|
| Usually Used                    | 2                         | 1.70     |
| Sometimes Used                  | 14                        | 11.86    |
| Never Used                      | 37                        | 31.36    |



TABLE 78-Continued

| State Services For<br>The Blind | Legally Blind<br>Veterans | Per cent |
|---------------------------------|---------------------------|----------|
| No Answer                       | 65                        | 55.08    |
| TOTALS                          | 118                       | 100.00   |

As Table 79 indicates, 2 veterans or 1.69 per cent of the legally blind who responded usually contacted the State Services for Vocational Rehabilitation for a job lead source. These services were sometimes contacted by 14 veterans or 11.86 per cent of those reporting. Thirty-five veterans or 29.66 per cent of the legally blind responding never contacted the State Services for Vocational Rehabilitation for job leads. Sixty-seven veterans or 56.79 per cent of the legally blind responding did not reply to this section.

TABLE 79

USE OF STATE SERVICES FOR VOCATIONAL REHABILITATION  
AS JOB LEAD SOURCE

| State Services For<br>Vocational Rehabilitation | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Used                                    | 2                         | 1.69     |
| Sometimes Used                                  | 14                        | 11.86    |
| Never Used                                      | 35                        | 29.66    |
| No Answer                                       | 67                        | 56.79    |
| TOTALS  | 118                       | 100.00   |





Agencies for veterans such as the Blinded Veterans Association and the Disabled American Veterans were usually contacted by 3 veterans or 2.54 per cent of the legally blind responding to the questionnaire. Nine veterans or 7.63 per cent of those responding sometimes contacted these agencies for job leads. Thirty-seven veterans or 31.36 per cent of the legally blind responding never contacted these agencies for veterans in their search for job leads. Sixty-nine veterans or 58.47 per cent did not reply to this question. The reader is referred to Table 80.

TABLE 80

## USE OF AGENCIES FOR VETERANS AS JOB LEAD SOURCES

| Agencies for Veterans | Legally Blind Veterans | Per cent |
|-----------------------|------------------------|----------|
| Usually Used          | 3                      | 2.54     |
| Sometimes Used        | 9                      | 7.63     |
| Never Used            | 37                     | 31.36    |
| No Answer             | 69                     | 58.47    |
| TOTALS                | 118                    | 100.00   |

Sixteen veterans or 13.56 per cent of the legally blind who responded to the questionnaire usually used the newspaper classified advertisements, magazines, or books as job lead sources. Twenty-six veterans or 22.03 per cent of those reporting sometimes used these sources. Eighteen veterans or 15.25 per cent of the legally blind reporting never used



newspaper classified advertisements, magazines, or books as job lead sources. Fifty-eight veterans or 49.16 per cent of the legally blind responding to the questionnaire did not reply to this section of the question on employment. The researcher refers the reader to Table 81 for a graphic display of this information.

TABLE 81

USE OF NEWSPAPER CLASSIFIED ADVERTISEMENTS,  
MAGAZINES, AND BOOKS AS JOB LEAD SOURCES

| Newspaper Advertisements,<br>Magazines, and Books | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Used                                      | 16                        | 13.56    |
| Sometimes Used                                    | 26                        | 22.03    |
| Never Used  | 18                        | 15.25    |
| No Answer   | 58                        | 49.16    |
| TOTALS  | 118                       | 100.00   |

As Table 82 indicates, 9 veterans or 7.62 per cent of the legally blind who responded to the questionnaire were employed by the same employer as before the service. Fifty-one veterans or 43.22 per cent were not employed by the same employer as before the service. Fifty-eight veterans or 49.16 per cent of the legally blind reporting did not reply to this section.



TABLE 82

DIVISION OF LEGALLY BLIND BY EMPLOYMENT BY SAME EMPLOYER  
AS BEFORE THE SERVICE

| Same Employer     | Legally Blind Veterans | Per cent |
|-------------------|------------------------|----------|
| Same Employer     | 9                      | 7.62     |
| Not Same Employer | 51                     | 43.22    |
| No Answer         | 58                     | 49.16    |
| TOTALS            | 118                    | 100.00   |

Other sources used by the legally blind veterans in their search for job leads are listed in Appendix II.

b. Are you presently working?

As Tables 83 and 84 indicate, 33 veterans or 27.97 per cent of the legally blind who responded to the questionnaire were working at that time. Twenty-six veterans or 78.79 per cent of this number were full-time employed, while 7 veterans or 21.21 per cent were employed part-time. Sixty-five veterans or 55.08 per cent of those legally blind reporting were unemployed at that time. Twenty veterans or 16.95 per cent did not respond to this question.

TABLE 83

DIVISION OF LEGALLY BLIND BY PRESENT EMPLOYMENT-YES OR NO

| Present Employment Status | Legally Blind Veterans | Per cent |
|---------------------------|------------------------|----------|
| Presently Working         | 33                     | 27.97    |



TABLE 83-Continued

| Present<br>Employment Status | Legally Blind<br>Veterans | Per cent |
|------------------------------|---------------------------|----------|
| Not Presently Working        | 65                        | 55.08    |
| No Answer                    | 20                        | 16.95    |
| TOTALS                       | 118                       | 100.00   |

TABLE 84

## DIVISION OF LEGALLY BLIND EMPLOYMENT BY FULL-TIME OR PART-TIME

| Employment | Legally Blind<br>Veterans | Per cent |
|------------|---------------------------|----------|
| Part-time  | 26                        | 78.79    |
| Full-time  | 7                         | 21.21    |
| TOTALS     | 33                        | 100.00   |

Twenty-four veterans or 20.34 per cent of the legally blind responding were looking for work and unable to find it. Sixty veterans or 50.85 per cent were not looking for work. Thirty-four veterans or 28.81 per cent of the legally blind responding did not reply to this question. Table 85 depicts these figures in graphic form.

TABLE 85

## DIVISION OF LEGALLY BLIND RESPONDERS LOOKING FOR EMPLOYMENT

| Looking for Employment                          | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Looking for Employment<br>and Unable to Find It | 24                        | 20.34    |





TABLE 85-Continued

| Looking for Employment     | Legally Blind Veterans | Per cent |
|----------------------------|------------------------|----------|
| Not Looking for Employment | 60                     | 50.85    |
| No Answer                  | 34                     | 28.81    |
| TOTALS                     | 118                    | 100.00   |

Twenty-one veterans or 17.80 per cent of the legally blind responders were registered with the Federal Civil Service Commission. Sixty-four veterans or 54.23 per cent responding were not registered. Thirty-three veterans or 27.97 per cent of those legally blind responding to the questionnaire did not answer this question. Of the 21 who reported registration with the Federal Civil Service Commission, 19 legally blind responders had applied for the 10-point preference for the veteran. Thus, 90.48 per cent of those registered with the Federal Civil Service Commission had applied for the 10-point preference. Two veterans or 9.52 per cent had not applied for this preference. The reader is referred to Tables 86 and 87 for these figures in more graphic form.

TABLE 86

DIVISION OF LEGALLY BLIND VETERANS BY REGISTRATION  
WITH THE FEDERAL CIVIL SERVICE COMMISSION

| Federal Civil Service Commission | Legally Blind Veterans | Per cent |
|----------------------------------|------------------------|----------|
| Registered                       | 21                     | 17.80    |
| Not Registered                   | 64                     | 54.23    |



TABLE 86-Continued

| Federal Civil<br>Service Commission | Legally Blind<br>Veterans | Per cent |
|-------------------------------------|---------------------------|----------|
| No Answer                           | 33                        | 27.97    |
| TOTALS                              | 118                       | 100.00   |

TABLE 87

DIVISION OF REGISTERED LEGALLY BLIND BY APPLICATION  
FOR 10-POINT PREFERENCE

| Application for Preference         | Legally Blind<br>Veterans | Per cent |
|------------------------------------|---------------------------|----------|
| Applied for 10-point<br>Preference | 19                        | 90.48    |
| Did not Apply                      | 2                         | 9.52     |
| TOTALS                             | 21                        | 100.00   |

Question 9:

Twenty-six veterans or 22.03 per cent of those legally blind who responded to the questionnaire prepared a resume. Sixty-four veterans or 54.24 per cent did not prepare a resume. Twenty-eight veterans or 23.73 per cent of the legally blind responding did not reply to this question. Of the 26 veterans or 22.03 per cent of the legally blind who did prepare a resume, 19 veterans or 73.08 per cent prepared the resume themselves. Seven veterans or 26.92 per cent of the legally blind did not prepare the resume themselves. The reader is referred to Tables 88 and 89 for a graphic depiction of these figures.



TABLE 88

## DIVISION OF LEGALLY BLIND BY PREPARATION OF RESUME

| Preparation of Resume    | Legally Blind Veterans | Per cent |
|--------------------------|------------------------|----------|
| Did Prepare a Resume     | 26                     | 22.03    |
| Did Not Prepare a Resume | 64                     | 54.24    |
| No Answer                | 28                     | 23.73    |
| TOTALS                   | 118                    | 100.00   |

TABLE 89

## DIVISION OF LEGALLY BLIND RESUMES BY TYPE OF PREPARATION

| Type of Preparation | Legally Blind Veterans | Per cent |
|---------------------|------------------------|----------|
| Self-prepared       | 19                     | 73.08    |
| Prepared by Others  | 7                      | 26.92    |
| TOTALS              | 26                     | 100.00   |

As Table 90 indicates, 8 veterans or 6.78 per cent of the legally blind responders reported that they had some formal training in resume preparation. Sixty-two veterans or 52.54 per cent of the legally blind responding reported that they had no formal training. Forty-eight veterans or 40.68 per cent did not respond to this question.



TABLE 90

DIVISION OF LEGALLY BLIND BY FORMAL TRAINING  
IN RESUME PREPARATION

| Formal Training       | Legally Blind Veterans | Per cent |
|-----------------------|------------------------|----------|
| Had Training          | 8                      | 6.78     |
| Did Not Have Training | 62                     | 52.54    |
| No Answer             | 48                     | 40.68    |
| TOTALS                | 118                    | 100.00   |

Thirteen veterans or 11.02 per cent of those legally blind who responded to the questionnaire had used a book or guide in the preparation of the resume. Twenty-nine veterans or 24.58 per cent had not used a book or guide to prepare the resume. Seventy-six veterans or 64.40 per cent did not respond to this question. Table 91 depicts this information in graphic form.

TABLE 91

DIVISION OF LEGALLY BLIND BY USE OF BOOK OR GUIDE  
IN RESUME PREPARATION

| Resume Preparation          | Legally Blind Veterans | Per cent |
|-----------------------------|------------------------|----------|
| Used a Book or Guide        | 13                     | 11.02    |
| Did Not Use a Book or Guide | 29                     | 24.58    |
| No Answer                   | 76                     | 64.40    |
| TOTALS                      | 118                    | 100.00   |





As Table 92 indicates, 15 veterans or 12.71 per cent of the legally blind responding usually mentioned their blindness in the resume. Four veterans or 3.39 per cent sometimes mentioned it. Nineteen veterans or 16.10 per cent of the legally blind responding never mentioned their blindness in the resume. Eighty veterans or 67.80 per cent of the legally blind reporting did not reply to this question.

TABLE 92

## DIVISION OF LEGALLY BLIND BY MENTION OF BLINDNESS IN RESUME

| Mention of Blindness | Legally Blind |          |
|----------------------|---------------|----------|
|                      | Veterans      | Per cent |
| Usually Mentioned    | 15            | 12.71    |
| Sometimes Mentioned  | 4             | 3.39     |
| Never Mentioned      | 19            | 16.10    |
| No Answer            | 80            | 67.80    |
| TOTALS               | 118           | 100.00   |

When blindness was mentioned in the resume, 9 veterans or 7.63 per cent of the legally blind reporting usually listed such skills as low-vision aids, mobility training, Braille, etc., in the resume. Two veterans or 1.69 per cent sometimes mentioned these skills in the resume. Twenty-one veterans or 17.80 per cent of the legally blind responding never mentioned these skills in the resume. Eighty-six veterans or 72.88 per cent did not reply to this question. Table 93 depicts these figures in a more graphic form.



TABLE 93

## DIVISION OF LEGALLY BLIND BY MENTION OF SKILLS IN RESUME

| Resume                     | Legally Blind<br>Veterans | Per cent |
|----------------------------|---------------------------|----------|
| Usually Mentioned Skills   | 9                         | 7.63     |
| Sometimes Mentioned Skills | 2                         | 1.69     |
| Never Mentioned Skills     | 21                        | 17.80    |
| No Answer                  | 86                        | 72.88    |
| TOTALS                     | 118                       | 100.00   |

As Table 94 indicates, 10 veterans or 8.48 per cent of the legally blind responding to the questionnaire usually individualized the resume for each job. Seven veterans or 5.93 per cent sometimes individualized the resume for each job. Nineteen veterans or 16.10 per cent of the legally blind responders never individualized the resume. Eighty-two or 69.49 per cent did not reply to this question.

TABLE 94

## DIVISION OF LEGALLY BLIND BY INDIVIDUALIZATION OF RESUMES

| Resume                   | Legally Blind<br>Veterans | Per cent |
|--------------------------|---------------------------|----------|
| Usually Individualized   | 10                        | 8.48     |
| Sometimes Individualized | 7                         | 5.93     |
| Never Individualized     | 19                        | 16.10    |
| No Answer                | 82                        | 69.49    |
| TOTALS                   | 118                       | 100.00   |



The resume was usually accompanied by a letter of introduction in 3 questionnaires or 6.78 per cent of the cases reported by responding legally blind veterans. Six resumes or 5.09 per cent of those reported were sometimes accompanied by a letter of introduction. Twenty-one resumes or 17.80 per cent of those presented were never accompanied by a letter of introduction. Eighty-three veterans or 70.33 per cent of the responding legally blind did not reply to this question. The reader is referred to Table 95 for this information in graphic form.

TABLE 95

DIVISION OF LEGALLY BLIND BY LETTER OF INTRODUCTION  
ACCOMPANYING THE RESUME

| Letter of Introduction | Legally Blind<br>Veterans | Per cent |
|------------------------|---------------------------|----------|
| Usually With Resume    | 8                         | 6.78     |
| Sometimes With Resume  | 6                         | 5.09     |
| Never With Resume      | 21                        | 17.80    |
| No Answer              | 83                        | 70.33    |
| TOTALS                 | 118                       | 100.00   |

The letter of introduction was usually individualized for each resume by 8 veterans or 6.78 per cent of the legally blind reporting. In 3 questionnaires or 2.54 per cent of the reported cases, the letter was sometimes individualized. Fifteen letters of introduction or 12.71 per cent of the reported cases were never individualized. Ninety-two veterans



or 77.97 per cent of the responding legally blind did not reply to this question. The researcher refers the reader to Table 96 for a graphic depiction of this information.

TABLE 96

DIVISION OF LEGALLY BLIND BY INDIVIDUALIZATION OF  
LETTER OF INTRODUCTION

| Letter of Introduction   | Legally Blind<br>Veterans | Per cent |
|--------------------------|---------------------------|----------|
| Usually Individualized   | 8                         | 6.78     |
| Sometimes Individualized | 3                         | 2.54     |
| Never Individualized     | 15                        | 12.71    |
| No Answer                | 92                        | 77.97    |
| TOTALS                   | 118                       | 100.00   |

The letter of introduction was usually standard for all employers in 6 questionnaires or 5.09 per cent of the reported cases. Two letters or 1.69 per cent of the letters of introduction were sometimes standard. Twenty-two veterans or 18.64 per cent of the legally blind responding never presented a letter of introduction. Eighty-eight veterans or 74.58 per cent of the legally blind responding to the questionnaire did not reply to this question. Table 97 depicts these figures in more graphic form.





TABLE 97

DIVISION OF LEGALLY BLIND BY USE OF STANDARD  
LETTER OF INTRODUCTION

| Letter of Introduction | Legally Blind<br>Veterans | Per cent |
|------------------------|---------------------------|----------|
| Usually Standard       | 6                         | 5.09     |
| Sometimes Standard     | 2                         | 1.69     |
| Never Standard         | 22                        | 18.64    |
| No Answer              | 88                        | 74.58    |
| TOTALS                 | 118                       | 100.00   |

As Table 98 indicates, 3 veterans or 2.54 per cent of the reporting legally blind used a low-vision aid to inspect their resumes. Seventeen veterans or 14.41 per cent used a reliable person to inspect the resumes. Three veterans or 2.54 per cent of the reporting legally blind used feedback as a method of inspection of resumes. Nine veterans or 7.63 per cent of the legally blind reporting used no method of inspection. Eighty-six veterans or 72.88 per cent did not reply to this question.

TABLE 98

DIVISION OF LEGALLY BLIND BY MEANS OF INSPECTION OF RESUME

| Inspection Methods                      | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Use of Low-vision Aid                   | 3                         | 2.54     |
| Use of Inspection by<br>Reliable Person | 17                        | 14.41    |
| Feedback                                | 3                         | 2.54     |



TABLE 98-Continued

| Inspection Methods | Legally Blind Veterans | Per cent |
|--------------------|------------------------|----------|
| No Inspection      | 9                      | 7.63     |
| No Answer          | 86                     | 72.88    |
| TOTALS             | 118                    | 100.00   |

Twenty-one veterans or 17.80 per cent of the legally blind who responded to this study reported that they presented between 1-10 resumes before each interview. One veteran or .85 per cent of the legally blind responders presented between 11-20 resumes. One veteran or .85 per cent presented over 20 resumes. Ninety-five veterans or 80.50 per cent of the legally blind responders did not reply to this question. Table 99 depicts these figures in more graphic form.

TABLE 99

## DIVISION OF LEGALLY BLIND BY NUMBER OF RESUMES PRESENTED

| Range of Resumes | Legally Blind Veterans | Per cent |
|------------------|------------------------|----------|
| 1-10 Presented   | 21                     | 17.80    |
| 11-20 Presented  | 1                      | .85      |
| 20+ Presented    | 1                      | .85      |
| No Answer        | 95                     | 80.50    |
| TOTALS           | 118                    | 100.00   |



As Table 100 indicates, follow-up procedures used by the legally blind veterans who responded to the questionnaire included:

A letter was usually used in 5 questionnaires or 4.24 per cent of the responding cases. This method was used sometimes by 2 veterans or 1.69 per cent of the responding legally blind. A letter was never used by 7 veterans or 5.93 per cent of the reporting legally blind.

A phone call usually was used by 9 veterans or 7.63 per cent of the legally blind reporting. Nine veterans or 7.63 per cent of the legally blind reporting sometimes used a phone call. A phone call was never used by 4 veterans or 3.39 per cent of the legally blind responding to the questionnaire.

A personal visit was usually used as a follow-up method by 6 veterans or 5.09 per cent of the responding legally blind. Twelve veterans or 10.17 per cent sometimes used this method. Four veterans or 3.39 per cent of the legally blind responding never used a personal visit as a follow-up method to the resume.

Ten veterans or 8.47 per cent of the legally blind reporting used no method of follow-up to the resume. Three veterans or 2.54 per cent used other methods which are listed in Appendix II of this paper. Forty-seven veterans or 39.83 per cent of the legally blind responding to the questionnaire did not reply to this question.



TABLE 100

## DIVISION OF LEGALLY BLIND BY MEANS OF FOLLOW-UP PROCEDURES

| Follow-up Procedures            | Legally Blind<br>Veterans | Per cent |
|---------------------------------|---------------------------|----------|
| Letter Usually Used             | 5                         | 4.24     |
| Letter Sometimes Used           | 2                         | 1.69     |
| Letter Never Used               | 7                         | 5.93     |
| Phone Call Usually Used         | 9                         | 7.63     |
| Phone Call Sometimes Used       | 9                         | 7.63     |
| Phone Call Never Used           | 4                         | 3.39     |
| Personal Visit Usually Used     | 6                         | 5.09     |
| Personal Visit Sometimes Used   | 12                        | 10.17    |
| Personal Visit Never Used       | 4                         | 3.39     |
| No Follow-up Procedures Used    | 10                        | 8.47     |
| Other Follow-up Procedures Used | 3                         | 2.54     |
| No Answer                       | 47                        | 39.83    |
| TOTALS                          | 118                       | 100.00   |

Question 10:

As Table 101 indicates, 29 veterans or 24.56 per cent of the responding legally blind were usually able to find out preliminary information about the company. Fifteen veterans or 12.71 per cent of those reporting sometimes were able to find out this information. Ten veterans or 8.47 per cent of the legally blind responding were never able to find out preliminary information on the company. Sixty-four veterans or 54.26 per cent did not reply to this question.





TABLE 101

DIVISION OF LEGALLY BLIND IN REGARD TO DISCOVERY OF  
PRELIMINARY INFORMATION ON COMPANY

| Information on Company                    | Legally Blind<br>Veterans | Per cent |
|---|---------------------------|----------|
| Usually Able to<br>Discover Information   | 29                        | 24.56    |
| Sometimes Able to<br>Discover Information | 15                        | 12.71    |
| Never Able to<br>Discover Information     | 10                        | 8.47     |
| No Answer                                 | 64                        | 54.26    |
| TOTALS                                    | 118                       | 100.00   |

Eight veterans or 6.78 per cent of the legally blind responding were usually accompanied to the interview by a sighted guide. Seven veterans or 5.93 per cent were sometimes accompanied by a sighted guide. Forty veterans or 33.90 per cent of the reporting cases were never accompanied to the interview by a sighted guide. Sixty-three veterans or 53.39 per cent of the legally blind who responded to the questionnaire did not reply to this question. The reader is referred to Table 102 for a graphic illustration of these figures.

TABLE 102

DIVISION OF LEGALLY BLIND IN REGARD TO ACCOMPANIMENT  
BY A SIGHTED GUIDE

| Sighted Guide       | Legally Blind<br>Veterans | Per cent |
|---------------------|---------------------------|----------|
| Usually Accompanied | 8                         | 6.78     |



TABLE 102-Continued

| Sighted Guide         | Legally Blind<br>Veterans | Per cent |
|-----------------------|---------------------------|----------|
| Sometimes Accompanied | 7                         | 5.93     |
| Never Accompanied     | 40                        | 33.90    |
| No Answer             | 63                        | 53.39    |
| TOTALS                | 118                       | 100.00   |

As Table 103 indicates, 2 veterans or 1.69 per cent of the legally blind who responded usually used a white cane or guide dog to reach an interview. Seven veterans or 5.93 per cent sometimes used a white cane or a guide dog to reach the interview. Forty-seven veterans or 39.83 per cent of the responding legally blind never used a white cane or a guide dog to reach the interview. Sixty-two veterans or 52.55 per cent did not respond to this question.

TABLE 103

## DIVISION OF LEGALLY BLIND BY USE OF WHITE CANE OR GUIDE DOG

| Method of Travel<br>To Interview | Legally Blind<br>Veterans | Per cent |
|----------------------------------|---------------------------|----------|
| Usually Used Cane or Dog         | 2                         | 1.69     |
| Sometimes Used Cane or Dog       | 7                         | 5.93     |
| Never Used Cane or Dog           | 47                        | 39.83    |
| No Answer                        | 62                        | 52.55    |
| TOTALS                           | 118                       | 100.00   |



As Table 104 indicates, 34 veterans or 28.81 per cent of the legally blind responding usually traveled to the interview without assistance. Thirteen veterans or 11.02 per cent sometimes traveled without assistance. Fourteen veterans or 11.86 per cent of the responding legally blind never traveled to an interview without assistance. Fifty-seven veterans or 48.31 per cent did not reply to this question.

TABLE 104

DIVISION OF LEGALLY BLIND IN REGARD TO TRAVEL  
WITHOUT ASSISTANCE

| Method of Travel<br>To Interview         | Legally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Usually Traveled Without<br>Assistance   | 34                        | 28.81    |
| Sometimes Traveled Without<br>Assistance | 13                        | 11.02    |
| Never Traveled Without<br>Assistance     | 14                        | 11.86    |
| No Answer                                | 57                        | 48.31    |
| TOTALS                                   | 118                       | 100.00   |

As Table 105 indicates, 36 veterans or 20.51 per cent of the legally blind responding reported that they usually discussed their blindness in the interview. Fourteen veterans or 11.86 per cent sometimes discussed their blindness in the interview. Nine veterans or 7.63 per cent of the legally blind responding never discussed their blindness in the interview. Sixty-nine veterans or 60 per cent of the responding legally blind did not reply to this question.



TABLE 105

## DIVISION OF LEGALLY BLIND BY MENTION OF BLINDNESS IN INTERVIEW

| Interview                     | Legally Blind<br>Veterans | Per cent |
|-------------------------------|---------------------------|----------|
| Blindness Usually Mentioned   | 36                        | 20.51    |
| Blindness Sometimes Mentioned | 14                        | 11.86    |
| Blindness Never Mentioned     | 9                         | 7.63     |
| No Answer                     | 69                        | 60.00    |
| TOTALS                        | 118                       | 100.00   |

Fifteen veterans or 12.71 per cent of the legally blind responding usually discussed job modifications required for the position because of their blindness. Seventeen veterans or 14.41 per cent sometimes discussed job modifications necessary because of their blindness. Twenty-six veterans or 22.03 per cent of the legally blind responding never discussed job modifications required for the job because of their blindness. Sixty veterans or 50.85 per cent of the responding legally blind did not reply to this question. Table 106 depicts these figures in more graphic form.

TABLE 106

DIVISION OF LEGALLY BLIND BY DISCUSSION OF JOB MODIFICATIONS  
REQUIRED IN THE INTERVIEW

| Interview                             | Legally Blind<br>Veterans | Per cent |
|---------------------------------------|---------------------------|----------|
| Job Modifications Usually Discussed   | 15                        | 12.71    |
| Job Modifications Sometimes Discussed | 17                        | 14.41    |





TABLE 106-Continued

| Interview                         | Legally Blind Veterans | Per cent |
|-----------------------------------|------------------------|----------|
| Job Modifications Never Discussed | 26                     | 22.03    |
| No Answer                         | 60                     | 50.85    |
| TOTALS                            | 118                    | 100.00   |

Twenty-three veterans or 19.49 per cent of the responding legally blind replied that they usually discussed obstacles of the position as perceived by the employer. Fifteen veterans or 12.71 per cent replied that they had sometimes discussed these obstacles. Sixteen veterans or 13.57 per cent replied that they had never discussed obstacles of the position as perceived by the employer. Sixty-four veterans or 54.23 per cent did not reply to this question. The reader is referred to Table 107 for this information.

TABLE 107

DIVISION OF LEGALLY BLIND BY DISCUSSION OF OBSTACLES  
ON EMPLOYER'S MIND

| Interview                     | Legally Blind Veterans | Per cent |
|-------------------------------|------------------------|----------|
| Obstacles Usually Discussed   | 23                     | 19.49    |
| Obstacles Sometimes Discussed | 15                     | 12.71    |
| Obstacles Never Discussed     | 16                     | 13.57    |
| No Answer                     | 64                     | 54.23    |
| TOTALS                        | 118                    | 100.00   |



As Table 103 indicates, 50 veterans or 42.37 per cent of the responding legally blind replied that they had asked for the position in the interview. Eight veterans or 6.78 per cent of the responding legally blind replied that they had not asked for the position in the interview. Sixty veterans or 50.85 per cent did not reply to this question.

TABLE 103

DIVISION OF LEGALLY BLIND IN REGARD TO ASKING FOR POSITION  
IN THE INTERVIEW

| Interview                | Legally Blind<br>Veterans | Per cent |
|--------------------------|---------------------------|----------|
| Asked for Position       | 50                        | 42.37    |
| Did Not Ask for Position | 8                         | 6.78     |
| No Answer                | 60                        | 50.85    |
| TOTALS                   | 118                       | 100.00   |

Eight veterans or 6.78 per cent of the legally blind who responded usually used a letter as a follow-up procedure to the interview. Six veterans or 5.08 per cent sometimes used a letter as a follow-up method. Nine veterans or 7.63 per cent of the responding legally blind never used a letter as a follow-up procedure for the interview.

Seventeen veterans or 14.41 per cent of the legally blind responding usually used a phone call as a follow-up procedure to the interview. Eight veterans or 6.78 per cent sometimes used this method. Eight veterans or 6.78 per cent



of the responding legally blind never used a phone call as a follow-up procedure for the interview.

Twenty-two veterans or 18.64 per cent of the responding legally blind usually used a personal visit as a method of follow-up to the interview. Eight veterans or 6.73 per cent sometimes used a personal visit. Five veterans or 4.24 per cent of the responding legally blind never used this method of follow-up to the interview.

Six veterans or 5.03 per cent of those responding used no follow-up procedures to the interview. One veteran or .35 per cent used other follow-up procedures. Twenty veterans or 16.95 per cent of the legally blind responding did not reply to this question. Table 109 depicts this information in graphic form.

TABLE 109

DIVISION OF LEGALLY BLIND BY METHOD OF FOLLOW-UP PROCEDURES  
TO THE INTERVIEW

| Follow-up Procedures          | Legally Blind<br>Veterans | Per cent |
|-------------------------------|---------------------------|----------|
| Letter Usually Used           | 8                         | 6.73     |
| Letter Sometimes Used         | 6                         | 5.03     |
| Letter Never Used             | 9                         | 7.63     |
| Phone Call Usually Used       | 17                        | 14.41    |
| Phone Call Sometimes Used     | 8                         | 6.73     |
| Phone Call Never Used         | 8                         | 6.73     |
| Personal Visit Usually Used   | 22                        | 18.64    |
| Personal Visit Sometimes Used | 8                         | 6.73     |
| Personal Visit Never Used     | 5                         | 4.24     |



TABLE 109-Continued

| Follow-up Procedures             | Legally Blind Veterans | Per cent |
|----------------------------------|------------------------|----------|
| No Follow-up Procedures Used     | 6                      | 5.08     |
| Procedures Other than Above Used | 1                      | .85      |
| No Answer                        | 20                     | 16.95    |
| TOTALS                           | 118                    | 100.00   |

Of the 118 legally blind veterans who responded to the questionnaire, 13 veterans or 11.02 per cent had some formalized course in the interview situation. Forty-eight veterans or 40.67 per cent had no formalized course in the interview situation. Fifty-seven veterans or 48.31 per cent did not reply to this question. The reader is referred to Table 110 for this information in graphic form.

TABLE 110

## DIVISION OF LEGALLY BLIND BY FORMALIZED COURSE IN INTERVIEW

| Interview                | Legally Blind Veterans | Per cent |
|--------------------------|------------------------|----------|
| Had Formalized Course    | 13                     | 11.02    |
| Had No Formalized Course | 48                     | 40.67    |
| No Answer                | 57                     | 48.31    |
| TOTALS                   | 118                    | 100.00   |

Twenty-two veterans or 18.64 per cent of the legally blind who responded to the questionnaire had read books or





articles on the interview situation. Forty-two veterans or 35.59 per cent had not read any books or articles on the interview situation. Fifty-four veterans or 45.77 per cent of the legally blind responding did not reply to this question. Table 111 depicts these figures in more graphic form.

TABLE 111

DIVISION OF LEGALLY BLIND BY READING OF BOOKS OR ARTICLES ON  
INTERVIEW SITUATION

| Interview                      | Legally Blind<br>Veterans | Per cent |
|--------------------------------|---------------------------|----------|
| Had Read Books or Articles     | 22                        | 18.64    |
| Had Not Read Books or Articles | 42                        | 35.59    |
| No Answer                      | 54                        | 45.77    |
| TOTALS                         | 118                       | 100.00   |

As Table 112 indicates, 49 veterans or 40.68 per cent of the legally blind who responded to the questionnaire were prepared to answer questions such as: Why do you want to work? What do you know about our company? What do you do best? What do you like to do least? Ten veterans or 8.47 per cent of the legally blind responding were not prepared to answer such questions. Fifty-nine veterans or 50.85 per cent did not reply to this question.



TABLE 112

DIVISION OF LEGALLY BLIND BY PREPARATION TO ANSWER QUESTIONS  
IN THE INTERVIEW

| Interview                                | Legally Blind<br>Veterans | Per cent |
|--|---------------------------|----------|
| Were Prepared to<br>Answer Questions     | 49                        | 40.68    |
| Were Not Prepared to<br>Answer Questions | 10                        | 8.47     |
| No Answer                                | 59                        | 50.85    |
| TOTALS                                   | 118                       | 100.00   |

Summary of Tabulations

This chapter has provided a strict tabulation of the results of the questionnaire. The information discussed in this chapter will be interpreted in Chapter V.



## CHAPTER V

### INTERPRETATION OF RESPONSES TO THE QUESTIONNAIRE

#### Introduction

The interpretation of the data which were obtained from the responses of the 203 blinded veterans of the Vietnam Era and tabulated in Chapter IV will be divided into five main categories. These are The Personal Data, The Employment Data, The Job Leads Search, The Resume, and The Interview. For the purpose of this interpretation, the responses of both the totally blind veterans and the legally blind veterans will be considered together.

Question 1 of the questionnaire related to the division of the blinded veterans by means of degree of blindness. Eighty-five of the responding veterans classified themselves as totally blind, while 118 classified themselves as legally blind. This researcher wishes to point out that a greater percentage of the total population of totally blind veterans responded to the questionnaire than did the legally blind veterans. According to the figures of the Veterans Administration's Visual Impairment Services Teams 1971 report, only about one-quarter (27.7 per cent) of all eligible veterans "were totally blind." Therefore, it is possible to conclude



that 72.3 per cent of the eligible veterans were legally blind.<sup>78</sup> Yet of the total number of veterans answering the questionnaire, approximately 42 per cent were totally blind and approximately 58 per cent were legally blind.

#### Interpretation Of Personal Data

Ninety-five per cent of the responding totally blind veterans and 83 per cent of the responding legally blind veterans were under age 44. These veterans have the majority of their working lives ahead of them. The researcher considers that this majority of approximately 89 per cent of the total number of blind veterans responding must be classified as being employable in regard to age limitations.

As a group, most of the responding blinded veterans appear to be educationally ready for employment. Fifty-three per cent of the responding legally blind veterans had completed high school. Eighteen per cent of the legally blind and 13 per cent of the totally blind veterans had completed a two-year college program. Thirteen per cent of the legally blind and 9 per cent of the totally blind veterans had completed a trade or vocational school after high school. Sixteen per cent of the legally blind and 18 per cent of the totally blind veterans have completed a four-year college program. Thus, 100 per cent of the legally blind veterans who responded to the questionnaire and 85 per cent of the

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<sup>78</sup>Veterans Administration, Report on Visual Impairment Services Teams, p. 15.





responding totally blind veterans have completed their education on or above the high school level.

Approximately an equal percentage of both groups (30 per cent of the legally blind and 36 per cent of the totally blind responders) are attending an educational institution at the present time. It is possible that these men are not looking seriously for employment because of their continuing education.

The responses to question 3 show that over 50 per cent of the responding veterans are not taking advantage of their Vocational Rehabilitation benefits to make themselves job ready. These benefits entitle each veteran to a full four years of full-time education with a living allowance.

The majority of both groups are attending a higher educational institution (a four-year or a two-year college program) than are attending a trade or vocational program. The low percentage of those in trade programs as opposed to higher educational programs indicates that the majority of the blinded veterans are opting for a "professional" work career instead of a career in the trades.

Attendance at a Veterans Administration Blind Rehabilitation Center was different between the totally blind veterans and the legally blind veterans. The majority of the totally blind veterans have attended one of these centers. The majority of the legally blind veterans have not. This would indicate that the totally blind veteran has a greater need



for the training in skills that will enable him to be independent than does the legally blind veteran.

In a discussion of the responses to the question relating to the Social Security Insurance, the researcher wishes to point out that those blind veterans who are receiving this insurance will lose it if they accept employment. This is a financial demotivation of the desire to seek employment, yet only 7 per cent of the responding totally blind veterans and 8 per cent of the responding legally blind veterans replied that they would refuse employment because of the loss of this insurance. The same interpretation may be given to the responses to the questions on the Veterans Administration's Unemployability Compensation. The legally blind veteran, who qualifies for this insurance, would lose some compensation if he accepted employment. Eight per cent of the veterans who responded to the questionnaire replied that the loss of this compensation would deter them from accepting employment. The researcher wishes to emphasize that if a veteran is receiving both the VA Unemployability Compensation and the Social Security Insurance and accepts employment, he could be giving up as much as \$600 monthly.

Thirteen per cent of the totally blind veterans and 25 per cent of the legally blind veterans are currently employed. Seventeen per cent of the totally blind veterans are unemployed and looking for employment, while 20 per cent of the legally blind veterans are looking for employment. A check on the



responses to the questions on present state of employment, attendance at school, and looking for employment at the present time, was made. This researcher found that those blind veterans who were not looking for work at the present time were largely accounted for either by those who were working at the present time or those who were attending school at the present time.

Twelve per cent of the totally blind veterans were registered with the Federal Civil Service Commission. Ninety per cent of those registered had applied for the 10-point preference. Eighteen per cent of the legally blind veterans were registered with the Federal Civil Service Commission, with 91 per cent of those having applied for the 10-point preference.

#### Employment Data

The search for job leads is an area which this researcher feels deserves some attention. The data received from the responses to this question on the questionnaire concerning employment will be treated separately.

The Veterans Administration would seem to be the logical starting place for a disabled veteran who desires employment. However, the responses of both groups indicate that the Vocational Rehabilitation Section of the Veterans Administration is being utilized by only 11 per cent of the totally blind veterans responding and by only 15 per cent of the legally blind veterans who responded to the questionnaire.





A Veterans Administration Social Worker is assigned to each blinded veteran. This is the one vital resource for any assistance needed by the blinded veteran. Only 4 per cent of the responding totally blind veterans and 10 per cent of the responding legally blind veterans are utilizing this resource for job leads.

The Federal Job Information Center is a prime national source for job leads. Yet, responses to the questionnaire indicated that only 10 per cent of the totally blind and 20 per cent of the legally blind were utilizing either the handicapped adviser or the veterans' adviser. On the state level, the state employment agencies are a prime source for job leads. Again a low percentage of blinded veterans responding (approximately 10 per cent of the totally blind veterans and 20 per cent of the legally blind veterans) were utilizing either the veterans' adviser or the handicapped adviser at these agencies.

Seven out of every 10 jobs come from the private sector of our community; yet of those blind veterans responding, approximately 1 per cent of the legally blind veterans were using the National Alliance of Businessmen as a job leads source. None of the responding totally blind veterans were utilizing this source for job leads.

Employment agencies are important primary sources in the job search process. Yet, again the responses indicate that only a small percentage of the responding veterans (10





per cent of the totally blind and 25 per cent of the legally blind) were using this source for job leads.

For those just leaving the academic world, college or high school placement offices are an excellent source of job leads. Only 6 per cent of the responding totally blind veterans and 10 per cent of the responding legally blind veterans were utilizing these sources.

Professional and trade associations serve their members in much the same way as the National Alliance of Businessmen or the college/high school placement offices do their members. The responses to this item indicate that approximately 12 per cent of the responding totally blind veterans and 10 per cent of the responding legally blind veterans were utilizing this source for job leads.

Workers in the State Services for the Blind are considered to be more knowledgeable in the area of employment for the blind than others in the employment field. Employers who are receptive to the employment of the blind in their firms are usually registered with these agencies. This source of job leads has been overlooked by the blinded veteran with only 21 per cent of the totally blind responding and 13 per cent of the legally blind responding that they were utilizing these services.

In the same manner, the State Services for Vocational Rehabilitation are considered to be knowledgeable in the area of employment for the handicapped. This would include the



blinded veteran. Yet only 14 per cent of the responding totally blind veterans and 14 per cent of the responding legally blind veterans are utilizing this source for their job leads.

Agencies for veterans are used by a small percentage of both groups responding to the questionnaire (8 per cent of the totally blind and 10 per cent of the legally blind). These agencies include the Blinded Veterans Association, the Disabled American Veterans, and various agencies or sections of the Veterans Administration.

Newspaper classified advertisements, magazines, and books are used by a relatively low percentage of the responding totally blind veterans (9 per cent). While the percentage of responding legally blind veterans using these resources (36 per cent) is higher than the percentage of totally blind veterans, it remains a small percentage of the total number of responding legally blind veterans.

Approximately 4 per cent of the responding totally blind veterans returned to the same employer as before the service. Of the responding legally blind veterans, approximately 8 per cent returned to the same employer as before the service.

#### The Resume

Approximately 12 per cent of the responding totally blind veterans prepared a resume. Of these, only 4 per cent prepared their own resumes. Opposed to the percentage of



totally blind veterans who prepared their own resumes are the 22 per cent of the responding legally blind veterans who prepared a resume. Seventy-three per cent of this number prepared their own resumes.

This lack of uniformity to the responses of the groups can be attributed to the degree of blindness by the individual blinded veteran.

Seven per cent of the responding totally blind veterans had some formal training in resume preparation. A similar percentage had read some books or guides on the preparation of the resume. Seven per cent of the responding legally blind veterans had formal training in the resume preparation and 11 per cent used some book or guide on the preparation process.

Seventeen per cent of the totally blind veterans mentioned their blindness in the interview. Sixteen per cent of the legally blind veterans responding mentioned this. Thirteen per cent of the totally blind and 9 per cent of the legally blind discussed skills they had acquired to cope with their handicaps.

An individualized letter and a letter of introduction are recommended by the experts in the field of employment; yet, only 12 per cent of the totally blind veterans and 14 per cent of the legally blind veterans used an individualized resume. In the same manner a low percentage of veterans (10 per cent of the responding totally blind veterans and 12 per cent of the legally blind veterans) sent a letter of introduction with





their resumes. This letter was individualized by 8 per cent of the responding totally blind veterans and 9 per cent of the responding legally blind veterans. A check on the reliability of the responses was included in this section of the questionnaire. Thirteen per cent of the responding totally blind veterans and 7 per cent of the responding legally blind veterans sent a standard letter of introduction with their resumes. This response indicates that most of the responding veterans were reliable in their replies to the items on the questionnaire.

Both groups of responding blinded veterans used similar methods of inspection and follow-up to the resumes. However, the percentage of inspection of resumes was low in both cases (20 per cent of the responding totally blind veterans and 20 per cent of the responding legally blind veterans). A low percentage of the totally blind veterans who used follow-up procedures (38 per cent) is contrasted by the legally blind veterans who used such methods (60 per cent of those responding).

### The Interview

Twenty-four per cent of the totally blind veterans responding were able to discover some preliminary information on the prospective employer before the interview. Thirty-seven per cent of the responding legally blind veterans were able to do so. Discovering preliminary information on a company is recommended by most experts in the field of employment.





The questions on travel to the interview were not consistent to the thoughts of this researcher. The researcher found it surprising that few blinded veterans traveled to the interview without assistance. Independent travel is one skill which is stressed by experts in the field of employment for the blind. Only 2 per cent of the responding totally blind veterans were not accompanied to the interview by a sighted guide. Thirty-four per cent of the responding legally blind veterans were not accompanied to the interview by a sighted guide and 39 per cent did not use a cane or a dog. These figures are surprising because of the importance of independent mobility in the world of work. Question 10d regarding travel without assistance was used to check the reliability of the answers on the questionnaire. The response to this question should verify the response to questions 10b and 10c. Twenty-four per cent of the totally blind responding replied that they never traveled without assistance. Twenty-four per cent of the legally blind replied that they never traveled without assistance. Thus, the responses check and the reliability of the answers to the questionnaire was verified to some extent. As was mentioned previously in Chapter I, the legally blind veteran could possibly travel without any assistance to an interview.

The mention of blindness in the interview is important in the opinion of this researcher. This researcher feels that many people, employers among them, are unaware of what blind



persons can actually do. Myths about the abilities of the blind exist. It is important that the blind veteran help to dispel these. If a blinded veteran would mention his blindness, as recommended by such experts as Bauman and Crawford, discuss frankly any skills he may have and any job modifications that might be required, and dispel any obstacles that are on the employer's mind, these myths could be eliminated or at least alleviated. By the responses to the questionnaire, it would appear that an equal percentage of both groups of blinded veterans are discussing their blindness and job modifications in the interview situation. The same statement would apply to the discussion of the obstacles on the employer's mind.

A majority of both the totally blind veterans and the legally blind veterans (21 per cent totally blind and 42 per cent legally blind) asked for the position in the interview. Similar follow-up procedures were used by both groups.

Only 7 per cent of the totally blind and 11 per cent of the legally blind had a formalized course in the interview situation. Only 6 per cent of the totally blind and 19 per cent of the legally blind used a book or guide to assist or prepare themselves for the interview.

As was recommended by experts in the field, 26 per cent of the totally blind and 41 per cent of the legally blind who responded to the question were prepared to answer such questions as: What do you know about our company?



What do you like to do best? What do you like to do least?  
before entering the interview situation.

### Summary

In the researcher's opinion, the preceding information can be interpreted to show that the blinded veteran, whether totally blind or legally blind, is not fully utilizing the resources and benefits that are available to him as a blinded veteran. Low percentages in all responses to the questions would indicate that very few veterans are aware of the acceptable methods of seeking employment. Chapter VI will attempt to draw conclusions to the responses to the questionnaires, and discuss the relationship of these responses to the stated hypotheses. This chapter will also discuss and propose areas for future research.



## CHAPTER VI

### SUMMARY, HYPOTHESES, CONCLUSIONS, AND RECOMMENDATIONS

#### Introduction

The final chapter of this study contains a summary of the research and the procedures used to compile this research data. A short presentation of the findings of this study coupled with the conclusions drawn from these findings are also included in this chapter. The hypotheses stated in Chapter I will be compared against the findings of the study. This will provide a framework for additional research studies and design for future adult educational courses.

#### Overview Of Research

The purpose of this research was to provide new insights in discovering some of the barriers existing in the job search, the resume preparation, and the interview process for the totally blind veteran and the legally blind veteran of the Vietnam Era. As previously mentioned in Chapters I and II, seventy-six per cent of the blind veterans were not in the work force on a full-time basis in 1964.<sup>79</sup> The Vietnam Era veterans were selected for this study because work

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<sup>79</sup>Graham, 851 Blinded Veterans: A Success Story, p. 163.





careers are ahead of them, they are adjusting from military life to the civilian life, they are adventitiously blinded, and they receive compensation which means that they do not have to work for security needs.

This study consisted of three major phases. The first was an extensive review of the literature and consultation with subject matter experts in the field of blindness and in the field of employment. Next, a field study was conducted and the results of the research instrument were tabulated. Questionnaires were sent to 662 blinded veterans of the Vietnam Era with a 30.67 per cent return rate. This return rate included 118 legally blind veterans and 85 totally blind veterans. Questionnaires which were not used in the study included those marked address unknown, 2 marked guardianship, 1 marked blind in one eye, 3 marked not-blind, and 3 marked deceased. The third and final step in the study was the interpretation of the results which provided the impetus for the conclusions and suggestions for future research which follows.

## Hypotheses

### Introduction

The purpose of this exploratory research was to discover the commonalities and differences between the legally blind veterans and the totally blind veterans in their search for employment. The research was also designed to provide descriptive data on the utilization of the resources for job leads and the utilization of the accepted methods of the job



search process. It was not the purpose of the research to provide a quantitative or comparative data for statistical analysis. A questionnaire which must be filled out without the assistance of an interviewer or coordinator has certain built-in limitations, such as interpretation of questions and the procedures for responding to any unclear questions. However, it is the belief of this researcher that the similarities between the responses of the totally blind veterans and those of the legally blind veterans are consistent with exploratory research methodology. The researcher also believes that consistency in the overwhelming lack of utilization of the resources and the tools of the job search give impetus for testing the hypotheses which were stated in Chapter I. The hypotheses can be studied by interpretation of the results of the questionnaire. Although it is not suggested that this data can be universally applied to the total population of blinded veterans of the Vietnam Era, the legally blind and the totally blind. However, the interpretation of the questionnaire results provide a variety of explicit evidence within the bounds of this descriptive or exploratory study. These hypotheses have been stated so that future research may be designed for testing such hypotheses.

#### Hypothesis I

There have been many resources set up to aid the blinded veteran of the Vietnam Era (both the totally blind and the severely visually impaired) in their search for employment.



This researcher hypothesizes that these resources are not being fully utilized by the blinded veteran. Eleven questions related to job resources. In 10 of the 11 categories, over 75 per cent had not used job resources such as the Veterans Administration, state employment services, as well as other special and conventional employment sources. The traditional classified advertisement was the only category where more than 35 per cent had used this procedure.

The results of the study are consistent with this hypothesis. Additional research under controlled conditions is warranted.

### Hypothesis II

There is a critical step between the completion of a vocational rehabilitation program and the actual employment situation which involves the job lead search, the resume preparation, the interview situation, and the actual attainment of employment.

The researcher hypothesizes that many blinded veterans (both the severely visually impaired and the totally blind veterans) do not have one or more of the skills needed to successfully complete this step. The questionnaire contained 14 items relating to utilization of job-seeking skills. In 8 categories of the job search, over 80 per cent of the responders were not using the accepted methods of resume preparation and interviewing procedures. The item asking about follow-up





procedures was the only area where more than 50 per cent of the responders had utilized this method of gaining employment.

The results of the study are consistent with this hypothesis. Additional research under controlled conditions is warranted.

### Hypothesis III

The researcher hypothesizes that the techniques used in the job search process are not the same for the severely visually impaired veteran and the totally blind veteran. There were 34 separate questions where the severely visually impaired and the totally blinded veterans could be compared. In 29 of the categories, responses between the two groups were very similar. A major difference in the answers only occurred between the legally and totally blind on 5 questions. They were utilization of blind rehabilitation training, utilization of classified advertisements in the job search, asking for the position, accompanied to the interview by sighted guide, and following up on the employment opportunity. Therefore, this researcher considers the differences very minor in comparison to the overwhelming similarities between the two groups.

The results of this study are not consistent with this hypothesis. Additional research in this area is not warranted.





## Conclusions

### Introduction

It is important to reiterate that this study does not speak for all the blinded veterans of the Vietnam Era but only for those who responded to the questionnaire. It is important to remember that a greater percentage of the total population of totally blind veterans responded to the questionnaire than did legally blind veterans. This researcher believes that the 30 per cent return rate would offer insights into and may be consistent with the remainder of the population of blinded veterans of the Vietnam Era.

The high percentage of those who have attended Veterans Administration Blind Rehabilitation Centers, those who are enrolled in higher education courses, and those who are working who responded to the questionnaire may also serve to indicate that those responding to the questionnaires were not typical of the total population of blinded veterans of the Vietnam Era. Perhaps there is a consistency between those who are motivated to attend a Rehabilitation Center, a higher educational program, or to work, and those who were motivated to respond to a questionnaire of this nature.

### Conclusions Drawn from Personal Data Responses

The profile of the responses of the legally blind veteran and the totally blind veteran seems to be very consistent in a majority of the sections of the questionnaire. Very few discrepancies were evident in the responses to the 10



sections of the questionnaire by each group. Ten sections of the questionnaire were tabulated. The 2 sections which were not tabulated were answered with personal opinions of the blinded veterans. Selections from these answers are included in Appendix III of this study.

Using the figures presented in Chapter V, the researcher concludes that the majority of the responding blinded veterans are educationally job ready or will achieve this type of job readiness at the end of their training. One hundred per cent of the legally blind and 85 per cent of the totally blind veterans responding had completed high school or above.

It is not possible to state that the legally blind veterans who responded do not need the rehabilitation training as much as the totally blind veterans. However, the results of the study would indicate that the legally blind veterans are not using these facilities. Whether he does not need this training or whether he feels he does not cannot be determined by this descriptive study.

Approximately 60 per cent of the blinded veterans responded that they were not looking for work. Approximately 42 per cent of these were attending a higher education institution. Fifty-eight per cent were already working. These figures would account for the negative responses to the questions concerning the search for employment.

Neither the blinded veterans nor those who are involved in counseling the blinded veterans are taking advantage of the



trade school possibilities. The results of the questionnaire show that school trade attendance by those blinded veterans responding is almost non-existent. If it is possible to draw a conclusion from these figures, it is to state that possibly many of the responding blinded veterans are not aware of the many possibilities existing in these fields.

The responses to the questions on Social Security Disability Insurance and Veterans Administration Unemployment Compensation show that although financial incentives serve as a detriment to the world of work for those who would not seek employment if it meant a loss of these insurance benefits, the desire to work is strong for responding blinded veterans. Ninety-three per cent of the totally blind veterans and 92 per cent of the legally blind veterans responding replied that they would absolutely not be deterred from accepting employment because of the loss of the Social Security Disability Insurance. Ninety-two per cent of the eligible legally blind veterans who responded to the study replied that they would absolutely not be deterred from accepting employment despite the loss of this compensation. It is possible to conclude that these veterans feel that the loss of these monies is not sufficient to keep them from accepting employment. Even though for some veterans the loss could be as high as \$600 a month, the desire to work is still very high as reported by the questionnaire.





There seem to be inconsistencies between the veterans stating that they want to become part of the world of work; yet, they ignore or neglect the many resources available.

#### Conclusions Drawn from Employment Data

The results of the study indicate no major differences between the responding totally blind veterans and the responding legally blind veterans in their job lead search. The reason why all the resources for job leads are not being fully utilized cannot be determined. These reasons could vary from the veteran not being aware of the resources and his non-belief in their effectiveness, which prevents him from using them. The study does not show this, but it can be concluded from the results of this study that the veteran is not fully utilizing these resources. The low percentage of veterans who are utilizing any of the resources listed is the same for agencies of the state, local, and federal government, as well as the private business sector of our community. The Veterans Administration has several resources for job leads which are not being utilized by the responding veterans. There are several reasons which could account for this low utilization. The Veterans Administration has a tendency to isolate from other community resources and provide the veteran with all of his medical and financial needs. As a result of this, it may suggest that neither the veteran nor the Veterans Administration are taking advantage of the other resources such as State Department of Vocational Rehabilitation.





### Conclusions Drawn from the Resume Data

The data from the questions on the resume indicate that there are no major differences between the responding totally blind veterans and the responding legally blind veterans in the process of the resume preparation. Neither group has had formal training. Only 7.06 per cent of the responding totally blind veterans and 6.78 per cent of the legally blind veterans have had any formal training in the resume preparation process. The resume is an important tool in the job search process. It is the first impression that an employer has of the prospective employee. Without resumes, the employers do not have a chance to know about these veterans. Some of the reasons presented give a bad impression of the prospective employee since there was no proper preparation or training in the preparation of the resume.

### Conclusions Drawn from the Interview Data

As was shown in the previous sections, the responses to the questions on the interview were similar for both the totally blind veteran and the legally blind veteran who responded to the questionnaire. A few of the responses bear additional comment.

Over 50 per cent of the total number of responders did not reply to the questions asked on methods of travel to the interview. The responses which were given by those who were supposed to be job ready through independent travel and by those who must rely on some form of assistance to travel to



the interview presented ambiguities which would indicate that those veterans who require assistance are not job ready and that additional training is needed. Approximately 26 per cent of the totally blind and 23 per cent of the legally blind veterans who responded to the questionnaire needed some assistance to reach the interview situation. The results of this study would further indicate that some of the responding veterans have not completed their initial rehabilitation training at this time.

Based on the judgments of subject matter experts and the literature which was discussed in Chapter II, it is difficult for this researcher to comprehend how the veterans (particularly in the cases of the totally blind veterans) could conduct an interview without discussing their blindness. However, 22.35 per cent of the totally blind veterans and 7.63 per cent of the legally blind veterans who responded replied that they had not discussed blindness in the interview situation. A low percentage of the responders (7.06 per cent of the totally blind and 11.01 per cent of the legally blind) had been trained in the processes of the interview situation, had some exposure to the interview situation (5.88 per cent of the totally blind and 18.64 per cent of the legally blind), and had read a book or a guide on the interview situation. This would indicate that the responding blinded veterans are not adequately trained in the accepted methods of attaining employment. It is possible to conclude that additional training is needed in this area of the job search.



## Recommendations

### Introduction

This research provides the first step in the analysis of the totally blind veteran and the legally blind veteran between the initial rehabilitation training and the employment itself. The results or findings of the study would indicate that additional research is needed in the following areas. These recommendations were formed in view of a framework of research which would lead to adult education courses.

### Recommendation I

Additional research is needed to establish if the exposure during the initial rehabilitation period to the vocational goals--helping the blinded veteran realize what job possibilities are available to him and what his own capabilities are--have made the blinded veteran job-ready. If the research proves this feasible at this point of the rehabilitation process, then adult education courses could be designed in the use of the resources and the accepted methods of procedure for the job search for this period of the rehabilitation process.

### Recommendation II

Research conducted into the effectiveness of the Veterans Administration Rehabilitation Counselors and the Veterans Administration Social Workers is needed. This research could investigate their knowledge of the community resources and their assistance to the veteran to become aware of these areas,





and also their instruction of the veterans in the expertise of these areas. If this research bore out the observations, then adult education courses could be designed to teach this section of the Veterans Administration employees working with the severely disabled veterans the phases of the job search.

### Recommendation III

Some delineation in the design of effective counseling or effective aptitude testing or vocational preference in assisting the veteran to establish an occupation could be helpful. So, before starting a program of vocational training, the veteran could decide whether he should be attending a trade school or an institution of higher learning on completion of his initial rehabilitation.

### Recommendation IV

Because a certain percentage of both the totally blind veterans and the legally blind veterans have not attended one of the Veterans Administration Blind Rehabilitation Centers, the researcher recommends that some type of an adult education course to assist the veteran in his search for employment be researched. These courses could be correspondence courses sent through the Veterans Administration or some other agency involved in the field of employment for the blind, or a course in the community on a fee-paid basis.





### Recommendation V

There has been research done on the occupations of the blinded veterans. Studies have also been conducted on the occupations of civilian blind, and as to where the blind may work. But the blinded veteran is adventitiously blind and does not have the benefit of years of training and he may be lacking in the tactile communication skills such as reading and writing Braille on the same level as his blind civilian counterpart. Research could be done into the specific problems of the blinded veteran. Perhaps the adult education courses which are designed for the adventitiously blinded veterans should be geared toward the proper use of tools such as the tape recorder and new sensory aids for the blind.

### Recommendation VI

A study of the veteran himself is recommended by the researcher. This recommendation is made because many of the blinded veterans filled out part of the questionnaire but did not respond to the questions on employment. Research should be conducted to discover if the veterans feel that they are inadequately prepared for the world of work.

The research conducted should be directed at the blinded veteran himself. Some studies have been conducted, but these have been developed for those in the fields of sociology and psychology. Perhaps a look at the blinded veteran, how he looks at his own capabilities and at himself, and how he discovers what kind of work he is capable of doing,



would be of help to those in the fields of adult education. Some research into why the veteran cannot accept himself as a person and cannot adjust to this new life in his community and his environment would be helpful. Courses should be designed to teach the blinded veteran to concentrate on his abilities and capabilities in the interview and not on his blindness. These courses should show the veteran how he can stress the abilities he possesses, rather than the disabilities his blindness presents.

#### Recommendation VII

The writer recommends additional research to formulate public awareness courses whether presented through the media, television, radio, or newspapers, or through adult education courses for trade associations, etc. These courses could be presented at seminars and employee groups to overcome some of the myths about blindness and the capabilities of the blind. Also the researcher recommends that future research be conducted on how the employers can be made more ware of the capabilities of the blind employee, how he attacks and performs his job, and what modifications of jobs would be required if the blind were hired.

#### Recommendation VIII

The researcher recommends that further research be conducted into the financial demotivation factor of the loss of the Social Security Disability Insurance and the Veterans



Administration Individual Unemployability Compensation. The research should be aimed at the determination of the degree to which this loss affects the blind veteran's desire to enter the world of work.

### Summary and Concluding Remarks

The results of this study and the conclusions drawn from it are both distressing and depressing. Before a change can take place, however, and improvements made, problems need to be uncovered and analyzed. This has been attempted by this research. It was the intent of this research to bring those in the fields of psychology, sociology, and personnel into a working relationship with those in the field of adult education. Only through education can change take place. For too long a large segment of our population has felt that blindness is a disability that should keep the blind person and particularly the blinded veteran from employment. His abilities to perform a job and, more important, his abilities to get the chance to prove his worth are ignored.

This study was motivated by a certain empathy both for the future development of blinded veterans and also to add to the academic and professional aspects of the field of adult education. This researcher would also like to point out that the questionnaire used in this research study is an adult education tool in itself. As a result of the blinded veterans receiving this questionnaire, the Blinded Veterans Association has received many letters, telephone communications, and





reports from the field offices inquiring as to the resources mentioned in the questionnaire, or asking for assistance in the field of resume preparation and the correct techniques used in the interview.

If only one veteran would receive employment as a result of the completion of this project, the researcher would consider the research to have been a worthwhile project. In the opinion of this researcher, many more veterans will benefit from this study and the implications of this study will be far reaching extending to other groups of disabled veterans as well as the civilian blind population.

The first step has been taken in this research by uncovering the problems in the job search process. The next step will be for those in adult education to develop a program to give the blinded veteran the same opportunities to seek self-actualization in the world of work as his sighted peers.





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APPENDIX I

COVER LETTER,  
RESEARCH QUESTIONNAIRE,  
AND FOLLOW-UP LETTER





## BLINDED VETERANS ASSOCIATION

1735 DESALES STREET, NORTHWEST

• WASHINGTON, D. C. 20036

• (202) 347-4010

November 1, 1973

Dear Fellow Veteran:

As National Field Service Director for the Blinded Veterans Association, I have talked to many fellow veterans of the Vietnam Era who have expressed their desire to have gainful employment, but have not been awarded this opportunity. Therefore, in completion of my doctoral studies at the University of Cincinnati, I would like to ask your assistance in completing this confidential survey.

No personal data is being requested. Please be as candid as possible. The information requested in this study will provide an insight to the job-seeking techniques of the Vietnam Era veteran. On the completion of this study, the results will be used to design a framework for an adult-education course on gaining employment for the blinded veteran.

Please fill out this survey as soon as possible, and return it in the attached self-addressed envelope.

If you have any questions about employment, please do not hesitate to contact me at the above address.

Yours truly,

*D. R. W.*

Dennis R. Wyant  
National Field  
Service Director

Enclosures



QUESTIONNAIRE

PLEASE BE AS CANDID AS POSSIBLE. PLEASE FILL OUT THIS SURVEY AND RETURN IT IN THE ATTACHED SELF-ADDRESSED ENVELOPE. THANK YOU.

1. Are you  
☐ Totally blind?  
☐ Legally blind with some useful sight?
2. Age:  
☐ 18-30  
☐ 31-44  
☐ 45-over
3. Education: (Check only one)
  - a. Have you completed  
☐ High school?  
☐ Two-year college?  
☐ Trade or vocational school since high school?  
☐ Four-year college or higher?
  - b. Are you attending an educational institution at present?  
☐ Yes ☐ No
  - c. If yes, are you attending  
☐ High school?  
☐ Trade or vocational school?  
☐ Two-year college?  
☐ Four-year college or higher?
  - d. Is the above  
☐ Full-time ☐ Part-time
4. Have you attended one of the VA Blind Rehabilitation Centers (Palo Alto, Hines, or West Haven)?  
☐ Yes ☐ No
  - a. If yes, how many weeks?
5. Have you attended one of the state or private schools for the blind?  
☐ Yes ☐ No
  - a. If yes, how many weeks?





6. Are you receiving Social Security Disability Insurance?

\_\_\_\_\_ Yes      \_\_\_\_\_ No

a. Would the loss of this deter you from accepting employment? (Check one)

\_\_\_\_\_ Absolutely yes

\_\_\_\_\_ Absolutely no

\_\_\_\_\_ Only if salary was substantially less than insurance

\_\_\_\_\_ Only if salary was substantially more than insurance

7. If you are rated between 70 and 90 per cent and not working, answer this question. Are you receiving VA Individual Unemployability?

\_\_\_\_\_ Yes      \_\_\_\_\_ No

a. Would the loss of this deter you from accepting employment? (Check one)

\_\_\_\_\_ Absolutely yes

\_\_\_\_\_ Absolutely no

\_\_\_\_\_ Only if salary was substantially less than compensation

\_\_\_\_\_ Only if salary was substantially more than compensation

8. Employment:

If you are presently employed or have sought employment since blindness, please answer the following:

a. Where did you find your job lead(s)? (Check those sources used)

Veterans Administration

VA Vocational Rehabilitation Section

\_\_\_\_\_ Usually      \_\_\_\_\_ Sometimes      \_\_\_\_\_ Never

VA Social Worker

\_\_\_\_\_ Usually      \_\_\_\_\_ Sometimes      \_\_\_\_\_ Never

VA Other (If so, specify)

Federal Job Information Center

Did you talk to veterans adviser?

\_\_\_\_\_ Usually      \_\_\_\_\_ Sometimes      \_\_\_\_\_ Never

Did you talk to handicapped adviser?

\_\_\_\_\_ Usually      \_\_\_\_\_ Sometimes      \_\_\_\_\_ Never



## Employment: (continued)

## State Employment Service

Did you talk to veterans adviser?

☐ Usually ☐ Sometimes ☐ Never

Did you talk to handicapped adviser?

☐ Usually ☐ Sometimes ☐ Never

## National Alliance of Businessmen?

☐ Usually ☐ Sometimes ☐ Never

## Employment agencies?

☐ Usually ☐ Sometimes ☐ Never

## College or high school placement service?

☐ Usually ☐ Sometimes ☐ Never

## Professional or trade associations?

☐ Usually ☐ Sometimes ☐ Never

## State Services for the Blind?

☐ Usually ☐ Sometimes ☐ Never

## State Services for Vocational Rehabilitation?

☐ Usually ☐ Sometimes ☐ Never

## Agencies for veterans? If so, specify.

☐ Usually ☐ Sometimes ☐ Never

## Newspaper classified advertisements, magazines, and books?

☐ Usually ☐ Sometimes ☐ Never

## Same employer as before service?

☐ Yes ☐ No

## Other sources? If so, please specify.

b. Are you presently working?

☐ Yes ☐ No

c. If yes, is the above

☐ Full-time ☐ Part-time



## Employment: (continued)

- d. Are you looking for work but unable to find it?  
\_\_\_\_\_ Yes      \_\_\_\_\_ No
- e. If yes, why do you think you have been unable to find work?
- f. Are you registered with the Federal Civil Service Commission?  
\_\_\_\_\_ Yes      \_\_\_\_\_ No
- g. If yes, did you apply for the 10-point preference for veterans?  
\_\_\_\_\_ Yes      \_\_\_\_\_ No

## 9. Resume:

- a. Did you prepare a resume?  
\_\_\_\_\_ Yes      \_\_\_\_\_ No
- b. Did you prepare the resume yourself?  
\_\_\_\_\_ Yes      \_\_\_\_\_ No
- c. If not, list who assisted you in the resume preparation.
- d. Have you had any formal training on resume preparation?  
\_\_\_\_\_ Yes      \_\_\_\_\_ No
- e. If yes, where was the formal training obtained?
- f. If yes, what was the length of the training period?
- g. Did you use a book or guide to prepare the resume?  
\_\_\_\_\_ Yes      \_\_\_\_\_ No
- h. Did you mention your blindness in the resume?  
\_\_\_\_\_ Usually      \_\_\_\_\_ Sometimes      \_\_\_\_\_ Never









## 10. Interview:

- a. Were you able to find out preliminary information on the company?  
       \_\_\_ Usually      \_\_\_ Sometimes      \_\_\_ Never
- b. Were you accompanied to the interview by a sighted guide?  
       \_\_\_ Usually      \_\_\_ Sometimes      \_\_\_ Never
- c. Did you use a white cane or guide dog?  
       \_\_\_ Usually      \_\_\_ Sometimes      \_\_\_ Never
- d. Did you travel without assistance of any of the above?  
       \_\_\_ Usually      \_\_\_ Sometimes      \_\_\_ Never
- e. Did you discuss your blindness in the interview?  
       \_\_\_ Usually      \_\_\_ Sometimes      \_\_\_ Never
- f. Did you discuss any job modifications or assistance required for the position?  
       \_\_\_ Usually      \_\_\_ Sometimes      \_\_\_ Never
- g. Did you discuss any obstacles the employer felt you would face in this position?  
       \_\_\_ Usually      \_\_\_ Sometimes      \_\_\_ Never
- h. Did you ask for the position?  
       \_\_\_ Yes      \_\_\_ No
- i. What follow-up procedures were conducted?
- |                          | Usually | Sometimes | Never |
|--------------------------|---------|-----------|-------|
| Letter                   | ___     | ___       | ___   |
| Phone call               | ___     | ___       | ___   |
| Personal Visit           | ___     | ___       | ___   |
| None of these            |         |           | ___   |
| If other, please explain |         |           |       |
- j. Have you had any formalized course in interview situations?  
       \_\_\_ Yes      \_\_\_ No
- k. Have you read any books or articles on the interview situation?  
       \_\_\_ Yes      \_\_\_ No



Interview: (continued)

- l. Were you prepared before the interview to answer such questions as: Why do you want to work? What do you know about our company? What do you do best? What do you like to do best? What do you like to do least?

\_\_\_\_\_ Yes      \_\_\_\_\_ No

- m. How many interviews did you have before obtaining a position?

11. Are there any ideas that you have used to obtain employment not mentioned in the questionnaire?
12. Are there any obstacles you have encountered in obtaining employment not mentioned in the questionnaire?





# BLINDED VETERANS ASSOCIATION

1735 DESALES STREET, NORTHWEST

•

WASHINGTON, D. C. 20036

•

(202) 347-4010

November 23, 1973

Dear Fellow Veteran:

Approximately a month ago you received a questionnaire on the employment techniques of blinded veterans of the Vietnam Era. Thanks to those of you who have responded so quickly; however, several of the questionnaires have not been returned.

There are nearly 700 of us who were blinded during the Vietnam Era. Many are now actively seeking employment and others will be on completion of training. Your assistance can help to guarantee that each veteran has the opportunity for gainful employment.

If you have not completed the questionnaire, please return it as soon as possible. It will require approximately ten minutes of your time.

Thanks,

A handwritten signature in dark ink, appearing to read 'DRW', is positioned above the typed name of the signatory.

Dennis R. Wyant  
National Field  
Service Director

DW/jw



APPENDIX II

TABULATION OF  
RESEARCH QUESTIONNAIRE





APPENDIX II  
 TABULATION OF  
 RESEARCH QUESTIONNAIRE

| QUESTION   | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|--|------------------|------------------|
| 1. Are you   | 85               | 118              |
| 2. Age:  |                  |                  |
| 18 - 30  | 67               | 67               |
| 31 - 44  | 15               | 31               |
| 45 - over  | 3                | 20               |
| 3. Education:  |                  |                  |
| a. Have you completed  |                  |                  |
| High school?   | 38               | 63               |
| Two-year college?  | 11               | 21               |
| Trade or vocational school<br>since high school?               | 8                | 15               |
| Four-year college or higher?                                   | 15               | 19               |
| b. Are you attending an educational<br>institution at present? |                  |                  |
| Yes  | 31               | 35               |
| No   | 54               | 81               |
| c. If yes, are you attending                                   |                  |                  |
| High school?   | 0                | 0                |
| Trade or vocational school?                                    | 4                | 4                |
| Two-year college?  | 6                | 7                |
| Four-year college or higher?                                   | 20               | 24               |
| d. Is the above  |                  |                  |
| Full-time  | 25               | 28               |
| Part-time  | 3                | 5                |



| QUESTION  | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|---|------------------|------------------|
| 4. Have you attended one of the VA<br>Blind Rehabilitation Centers?   |                  |                  |
| Yes   | 70               | 47               |
| No  | 15               | 69               |
| a. If yes, how many weeks?  | --               | ---              |
| 5. Have you attended one of the state<br>or private schools for the blind?  |                  |                  |
| Yes   | 9                | 3                |
| No  | 12               | 115              |
| a. If yes, how many weeks?  | —                | —                |
| 6. Are you receiving Social Security<br>Disability Insurance?   |                  |                  |
| Yes   | 73               | 65               |
| No  | 12               | 47               |
| a. Would the loss of this deter you<br>from accepting employment?   |                  |                  |
| Absolutely Yes  | 5                | 5                |
| Absolutely No   | 27               | 30               |
| Only if salary was less   | 12               | 20               |
| Only if salary was more   | 29               | 9                |
| 7. If you are rated between 70 and 90<br>per cent and not working, answer this<br>question: Are you receiving VA<br>Individual Unemployability? |                  |                  |
| Yes   | NA               | 24               |
| No  | NA               | 24               |
| a. Would the loss of this deter you<br>from accepting employment?   |                  |                  |
| Absolutely Yes  | NA               | 2                |
| Absolutely No   | NA               | 12               |



| QUESTION | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|----------|------------------|------------------|
|----------|------------------|------------------|

Only if salary was less

NA

7

Only if salary was more

NA

3

## 8. Employment:

### a. Where did you find your job leads?

#### VA Vocational Rehabilitation Section

Usually

6

5

Sometimes

3

12

Never

18

25

#### VA Social Worker

Usually

2

2

Sometimes

1

10

Never

22

27

#### Federal Job Information Center

Did you talk to veterans  
adviser?

Usually

2

10

Sometimes

7

16

Never

18

27

Did you talk to handicapped  
adviser?

Usually

1

7

Sometimes

6

13

Never

21

33

#### State Employment Service

Did you talk to veterans  
adviser?

Usually

2

14

Sometimes

8

15

Never

19

28



| QUESTION  | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|---|------------------|------------------|
| Did you talk to handicapped<br>adviser?         |                  |                  |
| Usually   | 2                | 6                |
| Sometimes                                       | 5                | 9                |
| Never   | 25               | 38               |
| National Alliance of Businessmen                |                  |                  |
| Usually   | 0                | 0                |
| Sometimes                                       | 0                | 1                |
| Never   | 25               | 50               |
| Employment agencies                             |                  |                  |
| Usually   | 2                | 7                |
| Sometimes                                       | 7                | 23               |
| Never   | 16               | 29               |
| College or high school placement<br>service     |                  |                  |
| Usually   | 1                | 5                |
| Sometimes                                       | 4                | 6                |
| Never   | 21               | 43               |
| Professional or trade association               |                  |                  |
| Usually   | 4                | 5                |
| Sometimes                                       | 6                | 6                |
| Never   | 16               | 42               |
| State Services for the Blind                    |                  |                  |
| Usually   | 8                | 2                |
| Sometimes                                       | 10               | 14               |
| Never   | 9                | 37               |
| State Services for Vocational<br>Rehabilitation |                  |                  |
| Usually   | 5                | 2                |
| Sometimes                                       | 7                | 14               |
| Never   | 13               | 35               |





| QUESTION  | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|---|------------------|------------------|
| Agencies for veterans   |                  |                  |
| If so, specify -  |                  |                  |
| Usually   | 4                | 3                |
| Sometimes   | 3                | 9                |
| Never   | 20               | 37               |
| Newspaper classified ads,<br>magazines, books                       |                  |                  |
| Usually   | 4                | 16               |
| Sometimes   | 4                | 26               |
| Never   | 20               | 18               |
| Same employer as before service                                     |                  |                  |
| Yes   | 3                | 9                |
| No  | 24               | 51               |
| Other sources? If so, please<br>specify.                            |                  |                  |
| b. Are you working presently?                                       |                  |                  |
| Yes   | 13               | 33               |
| No  | 37               | 65               |
| c. If yes, is the above   |                  |                  |
| Full-time   | 11               | 26               |
| Part-time   | 2                | 7                |
| d. Are you looking for work but unable<br>to find it?               |                  |                  |
| Yes   | 17               | 24               |
| No  | 23               | 60               |
| e. If yes, why do you think you have<br>been unable to find work?   |                  |                  |
| f. Are you registered with the<br>Federal Civil Service Commission? |                  |                  |
| Yes   | 10               | 21               |
| No  | 33               | 64               |



| QUESTION  | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|---|------------------|------------------|
| g. If yes, did you apply for the<br>10-pt. preference for veterans? |                  |                  |
| Yes   | 9                | 19               |
| No  | 1                | 2                |
| 9. Resume:  |                  |                  |
| a. Did you prepare a resume?  |                  |                  |
| Yes   | 10               | 26               |
| No  | 39               | 64               |
| b. Did you prepare the resume yourself?                             |                  |                  |
| Yes   | 4                | 19               |
| No  | 28               | 7                |
| c. If not, list who assisted you in<br>the resume preparation?      |                  |                  |
| d. Have you had any formal training<br>on resume preparation?       |                  |                  |
| Yes   | 6                | 8                |
| No  | 39               | 62               |
| e. If yes, where was the formal<br>training obtained?               |                  |                  |
| f. If yes, what was the length of<br>the training period?           | --               | ---              |
| g. Did you use a book or guide to<br>prepare the resume?            |                  |                  |
| Yes   | 6                | 13               |
| No  | 16               | 29               |
| h. Did you mention your blindness<br>in the resume?                 |                  |                  |
| Usually   | 10               | 15               |
| Sometimes   | 4                | 4                |
| Never   | 6                | 19               |



| QUESTION   | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|--|------------------|------------------|
| i. If blindness was mentioned, did you list skills learned, ...?                                     |                  |                  |
| Usually  | 11               | 9                |
| Sometimes  | 0                | 2                |
| Never  | 7                | 21               |
| j. Was resume individualized for each job?   |                  |                  |
| Usually  | 5                | 8                |
| Sometimes  | 2                | 7                |
| Never  | 8                | 9                |
| k. Was the resume accompanied by a letter of introduction?   |                  |                  |
| Usually  | 5                | 8                |
| Sometimes  | 3                | 6                |
| Never  | 6                | 21               |
| l. Was the letter of introduction individualized each time?  |                  |                  |
| Usually  | 6                | 8                |
| Sometimes  | 1                | 3                |
| Never  | 7                | 15               |
| m. Was the letter of introduction standard for all employers?  |                  |                  |
| Usually  | 4                | 6                |
| Sometimes  | 2                | 2                |
| Never  | 8                | 22               |
| n. How did you insure your resume was in clear, or crisp type, no misspellings, and correct grammar? |                  |                  |
| Inspection by low-vision aid   | 0                | 3                |
| Inspection by reliable person  | 10               | 17               |
| Feedback from other sources  | 6                | 3                |
| No inspection  | 2                | 9                |



| QUESTION  |           | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|---|-----------|------------------|------------------|
| o. How many resumes were presented before each interview?   |           |                  |                  |
| 1 - 10  |           | 10               | 21               |
| 11 - 20   |           | 0                | 1                |
| if more than 20, enter number   |           | 0                | 1                |
| p. How many resumes or applications have you presented in search of work?   |           |                  |                  |
| q. When the potential employer did not respond to your application or resume, what follow-up procedures were conducted? |           |                  |                  |
| Letter  | Usually   | 1                | 5                |
|   | Sometimes | 1                | 2                |
|   | Never     | 1                | 7                |
| Phone call  | Usually   | 11               | 9                |
|   | Sometimes | 0                | 9                |
|   | Never     | 0                | 4                |
| Personal visit  | Usually   | 4                | 6                |
|   | Sometimes | 1                | 12               |
|   | Never     | 2                | 4                |
| None of these   |           | 2                | 10               |
| If other, please explain  |           | 3                | 3                |
| 10. Interview:  |           |                  |                  |
| a. Were you able to find out preliminary information on the company?  |           |                  |                  |
| Usually   |           | 17               | 29               |
| Sometimes   |           | 3                | 15               |
| Never   |           | 4                | 10               |
| b. Were you accompanied to the interview by a sighted guide?  |           |                  |                  |
| Usually   |           | 15               | 8                |
| Sometimes   |           | 1                | 7                |
| Never   |           | 10               | 40               |





| QUESTION  | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|---|------------------|------------------|
| c. Did you use a white cane or<br>guide dog?  |                  |                  |
| Usually   | 20               | 2                |
| Sometimes   | 2                | 7                |
| Never   | 4                | 47               |
| d. Did you travel without assistance<br>of any of the above?                              |                  |                  |
| Usually   | 4                | 34               |
| Sometimes   | 2                | 13               |
| Never   | 20               | 14               |
| e. Did you discuss your blindness<br>in the interview?                                    |                  |                  |
| Usually   | 13               | 36               |
| Sometimes   | 6                | 14               |
| Never   | 19               | 9                |
| f. Did you discuss job modifications<br>or assistance?                                    |                  |                  |
| Usually   | 14               | 15               |
| Sometimes   | 4                | 17               |
| Never   | 19               | 26               |
| g. Did you discuss any obstacles the<br>employer felt you would face in<br>this position? |                  |                  |
| Usually   | 14               | 23               |
| Sometimes   | 4                | 15               |
| Never   | 7                | 16               |
| h. Did you ask for the position?  |                  |                  |
| Yes   | 21               | 50               |
| No  | 4                | 8                |



| QUESTION |   | TOTALLY<br>BLIND | LEGALLY<br>BLIND |
|----------|---|------------------|------------------|
| i.       | What follow-up procedures were conducted?   |                  |                  |
|          | Letter  |                  |                  |
|          | Usually   | 0                | 8                |
|          | Sometimes   | 2                | 6                |
|          | Never   | 4                | 9                |
|          | Phone call  |                  |                  |
|          | Usually   | 10               | 17               |
|          | Sometimes   | 0                | 8                |
|          | Never   | 4                | 8                |
|          | Personal visit  |                  |                  |
|          | Usually   | 7                | 22               |
|          | Sometimes   | 0                | 8                |
|          | Never   | 3                | 5                |
|          | None of these   | 6                | 6                |
|          | Other, please explain   |                  |                  |
| j.       | Have you had any formalized course in interview situation?  |                  |                  |
|          | Yes   | 6                | 13               |
|          | No  | 20               | 48               |
| k.       | Have you read any books or articles on the interview situation?   |                  |                  |
|          | Yes   | 5                | 22               |
|          | No  | 22               | 42               |
| l.       | Were you prepared before the interview to answer such questions as: Why do you want to work? What do you know about our company? What do you like to do best? What do you like to do least? |                  |                  |
|          | Yes   | 22               | 49               |
|          | No  | 4                | 10               |



APPENDIX III  
SELECTED RESPONSES FROM QUESTIONNAIRE



## APPENDIX III

## SELECTED RESPONSES FROM QUESTIONNAIRE

The following are comments which were written on the questionnaires. The researcher has designated the classification of each responder by the initials (TB) for totally blind and (LB) for legally blind. The comments are arranged in the order they appeared on the questionnaire. The appropriate question will be stated before each set of comments.

The following agencies for veterans were listed as job lead sources. This section also includes the comments of the responders on the effectiveness of these agencies.

Physical Handicap for the Blind; the Veterans of Foreign Wars; the Disabled American Veterans; Veterans Administration Counseling for College; and Veterans Administration adviser.

-useless they refer you somewhere else (LB)

-no help could be given (TB)

Other sources for job leads were listed by the responding blinded veterans:

-did volunteer work for state agency then hired (TB)

-people in the music business (TB)

-Human Resources Department (LB)

-I am a free lance writer and have talked to and met with other members of the Science Fiction Writers of America (LB)

-the army (LB)

-school (LB)





The following comments were attached to the item on the use of the State Services for Vocational Rehabilitation:

-no openings except making brooms at \$0.65 an hour-top salary \$1.60 (TB)

Employment agencies received the following comment from a responding veteran: Couldn't afford the fees (LB)

In response to the question if you are unemployed and looking for work but unable to find it, why do you think this is, the following responses were made:

-partly because the local plant's insurance won't cover me with my vision as is (LB)

-mostly because people are afraid of my blindness (LB)

-I'm black and blind (LB)

-requirements include own transportation or insurance (LB)

-employers are afraid to take a chance on blind person (TB)

-afraid he would not be able to do the job, or would be more trouble than he is worth (LB)

-applications require indication of handicap, blindness scares employers (TB)

-V.A. does not have time to help - State office turns you away (TB)

-because no one seems to want a blind worker, they think because you're blind you're stupid (TB)

-I have multiple handicaps and as one employer stated: We don't invent jobs for the handicapped (TB)

-No one willing to accept blind persons (TB)



In response to questions on the resume preparation, the following comments were made:

-these questions do not apply because I have never seen a resume (TB)

Question 9c asked who assisted the blind veteran in filling out a resume. The following responses were given:

- wife, mother, relative (TB and LB)
- Human Resources Department (LB)
- Professional Resume Service (LB)
- Bureau of Blind Services counselor (TB)
- State Rehabilitation Worker (TB)

Question 9e asked where formal training in resume preparation was obtained. Question 9f inquired as to the length of this training. The following responses were given:

-military - 6 hrs.; U.S. Army - ?; Jr. College - 2 years; high school and college - 8 years; college training - 2 years college - 2 hr. class period; and, worked for VA for 4 years - ? (LB)

-presently discussing resumes in college - business communications class for several class periods (TB)

-Bureau of Blind Services - Electronics Program - 2 days; VA Counselor - 8 hours; college - 11 weeks, ?, 1 semester; Chicago - Hines - 18 weeks; Cleveland Society - 6 hrs. (TB)



Other follow-up procedures used by the blinded veterans were listed as:

- most jobs require a personal interview and at that time it is indicated clearly that I am not what they need (TB)
- contacted my counselor at VA; resume resulted in hire (TB)
- State Services for the Blind followed up - received letter stating no openings (LB)

Question 11 on the questionnaire asked if blinded veterans had used any method of looking for employment not listed in the questionnaire. The following comments were listed:

- register with Department of Human Resources at unemployment offices (LB)
- a positive attitude - no is never the right answer (LB)
- don't be afraid to work (LB)
- resume and audition tapes - I made my own - I'm self employed (LB)
- the only thing I did was to be completely honest and sincere (LB)
- acted very interested and enthused about the job opening at the chance of working again (TB)
- I sold myself to the company (TB)
- did research for identity of state and federal organizations utilizing services of Rehabilitation Counselors (TB)
- volunteer work very helpful (TB)



Question 12 asked the blinded veteran if he had encountered any obstacles not mentioned in the questionnaire. The following comments were listed:

-the T. B. Company stated that to hire a disabled veteran the workmens compensation would be too great. Others did not come right out and say it (TB)

-sometimes when I was interviewed by the state, they would always mention that my capabilities were very good, but I was told by some counselors that I was already making more than he was, and they tried to give the jobs to the people making less money and not already receiving money from the state (TB)

-any totally blind person who works in a position which demands any type of reading must pay for his or her own reader and is not reimbursed by the government (TB)

-employers can't accept the ability of a blind person to make necessary adjustment to position, such as not having a car (TB)

-prospective employers could not comprehend my capabilities (TB)

-employers feel that I am not capable of doing the job  
- they are also afraid of any accidents happening on the job due to my blindness - most employers are not willing to give you the chance to prove you're capable to do the job (TB)

-you asked if there were any obstacles I encountered while I tried obtaining employment. Yes there is - people don't want to give you a chance to prove what you can do (TB)





-also you asked if I obtained help from the state. Yes and I am sorry I did. I got a social worker that felt I was getting too much money from VA (\$823 a month). She told me that I was getting more money than her husband and she were making together a week. And that I was sitting pretty living off the government. And if that's what kind of help the state gives a blind veteran, I don't need it and I think any one would agree with me. I'd gladly pay back every penny if I could go back to the way I was before getting wounded. But I'd do the same if my country called upon me again (TB)

-they figure if you can't see, you can't do them any good. Once given a chance I proved them wrong. All a guy needs is a chance (LB)

-most employers when they find out you are blind won't even interview you. Most jobs for the blind are made for the blind. They are a lot more blind than there are jobs (LB)

-usually accepted for any job applied for, but lack of insurability caused immediate release (LB)

-the veteran seems to be interpreted by many employers that the vet will work for practically nothing (LB)

-because of workmens compensation (LB)

-insurance would not cover employee on the job (LB)

The following are general comments attached to the questionnaire:

-he took his life because he couldn't accept going blind in both eyes (wife of a legally blind veteran-deceased)



-the problem does not lie with the blinded veteran.

It is not the veteran who needs education in finding employment, rather it is the employer who should be trained to and instructed as to the merits of hiring disabled veterans.

Statistics prove hiring the handicapped persons have better job attendance (TB)

-he is 100% blind and disabled veteran. He is not working or has never tried to find employment because he doesn't know what he wants to do or what he can do. We just asked for vocational counseling (TB)

-I have been certified as 100% disabled and unemployable by the USN Medical Board, but I am not helpless (LB)







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HV1794 c.2  
W97  
J575 Wyant, Dennis R.

THE JOB SEARCH FOR SEVERELY  
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